DOCUMENT RESUME

ED 390 450 IR 055 805

AUTHOR	Kyrillidou, Martha, Ed.; Maxwell, Kimberly A., Ed.
TITLE	ARL Annual Salary Survey, 1995-96.
INSTITUTION	Association of Research Libraries, Washington, D.C.
REPORT NO	ISSN-0361-5669
PUB DATE	95
NOTE	87p.; For the 1994 survey, see ED 380 138.
AVAILABLE FROM	Association of Research Libraries, 21 Dupont Circle, Suite 800, Washington, DC 20036 (ARL members: $35/year, plus $5 shipping and handling; Nonmembers: $65/year, plus $5 shipping and handling).
PUB TYPE	Statistical Data (110) -- Reports - Descriptive (141) -- Tests/Evaluation Instruments (160)
EDRS PRICE	MF01/PC04 Plus Postage.
DESCRIPTORS	Academic Libraries; Employment Experience; Foreign Countries; Geographic Regions; Higher Education; Law Libraries; *Librarians; Library Surveys; Medical Libraries; Minority Groups; *Professional Personnel; *Research Libraries; *Salaries; Tables (Data)
IDENTIFIERS	*Association of Research Libraries; Canada

ABSTRACT

Salary and related data are reported for 8,231 professional staff members in the 108 Association of Research Libraries (ARL) university member libraries, including law and medical libraries; for the 11 nonuniversity ARL members, data were reported for 4,016 professional staff members. Data, summarized in 42 tables, includes: distribution by salary level; filled positions; average, median, and beginning professional salaries; average years of professional experience; beginning professional salaries fiscal years 1994-95 and 1995-96; median professional salaries 1994-95 and 1995-96; and average professional salaries 1994-95 and 1995-96; average, median, and beginning professional salaries 1993-96; salary trends; distribution of professional staff by salary, sex, and position; average years of experience, position, sex and salaries of minority librarians; salaries by type of institution, size of professional staff, and region. Categories of salary information by library type include: ARL nonuniversity libraries (2 tables); ARL university libraries (24 tables); Canadian ARL university libraries (4 tables); ARL university medical libraries (7 tables); and ARL university law libraries (7 tables). Changes in the format of the 1995-96 publication include: the withdrawal of questions on revised salary figures; the number of staff positions in table 23 (over 120 instead of over 124); and trends are shown over the last 11 years, rather than 10. Copies of the university and nonuniversity library questionnaires are also provided. (AEF)

****
* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *
****

ARL ANNUAL SALARY SURVEY

ASSOCIATION OF RESEARCH LIBRARIES

ISSN 0361-5669

1995-96

ED 390 450

U.S. DEPARTMENT OF EDUCATION
Office of Educational Research and Improvement
EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)

☐ This document has been reproduced as received from the person or organization originating it.

☐ Minor changes have been made to improve reproduction quality.

• Points of view or opinions stated in this document do not necessarily represent official OERI position or policy.

"PERMISSION TO REPRODUCE THIS MATERIAL HAS BEEN GRANTED BY

C.A. Mandel

TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)."

ARL Annual Salary Survey 1995-96

Compiled and Edited by

Martha Kyrillidou
Kimberly A. Maxwell

Association of Research Libraries
Washington, DC
1995

The *ARL Annual Salary Survey* is published by

Association of Research Libraries
21 Dupont Circle, Suite 800
Washington, DC 20036
Telephone: (202) 296-2296
FAX: (202) 872-0884
email: arlhq@cni.org

Price: ARL Members $35/year, plus $5 shipping and handling
Nonmembers $65/year, plus $5 shipping and handling

Custom reports based on the Salary Survey data are also available from the Association. Contact the ARL Statistics and Measurement Program Officer for further information.

ISSN: 0361-5669

© Copyright Notice

The compilation is copyrighted by the Association of Research Libraries. Blanket permission is granted to reproduce and distribute copies of this work for nonprofit educational or library pruposes, provided that the author, source, and copyright notice are included on each copy. This permission is in addition to rights of reproduction granted under Sections 107, 108, and other provisions of the U.S. Copyright Act.

The paper used in this publication meets the minumum requirements of American National Standard for Informations Sciences -- Permanence of Paper for Printed Library Materials, ANSI Z39.48-199X.

Printed in the United States of America

TABLE OF CONTENTS

Page

INTRODUCTION 7

SALARY LEVELS FOR PERSONNEL IN ARL LIBRARIES

Table 1: Distribution by Salary Level 11

ARL NONUNIVERSITY LIBRARIES

Table 2: Median and Beginning Professional Salaries in ARL Nonuniversity Libraries 14

Table 3: Salary Trends in ARL Nonuniversity Libraries 15

ARL UNIVERSITY LIBRARIES

Table 4: Filled Positions; Average, Median and Beginning Professional Salaries; Average Years of Professional Experience in ARL University Libraries 18

Table 5: Beginning Professional Salaries in ARL University Libraries; Rank Order Table, Fiscal Year 1994-95 20

Table 6: Beginning Professional Salaries in ARL University Libraries; Rank Order Table, Fiscal Year 1995-96 21

Table 7: Median Professional Salaries in ARL University Libraries; Rank Order Table, Fiscal Year 1994-95 22

Table 8: Median Professional Salaries in ARL University Libraries; Rank Order Table, Fiscal Year 1995-96 23

Table 9: Average Professional Salaries in ARL University Libraries; Rank Order Table, Fiscal Year 1994-95 24

Table 10: Average Professional Salaries in ARL University Libraries; Rank Order Table, Fiscal Year 1995-96 25

Table 11: Average, Median, and Beginning Professional Salaries in ARL University Libraries; Summary of Rankings, Fiscal Years 1993-96 26

Table 12: Salary Trends in ARL University Libraries 29

Table 13: Distribution of Professional Staff in ARL University Libraries by Salary and Position, Fiscal Year 1995-96 30

Table 14: Distribution of Professional Staff in ARL University Libraries by Salary, Sex, and Position, Fiscal Year 1995-96 31

Table 15: Number and Average Salaries of ARL University Librarians by Position and Sex, Fiscal Year 1995-96 32

Table 16: Number and Average Salaries of Minority U.S. ARL University Librarians by Position and Sex, Fiscal Year 1995-96 33

Table 17: Number and Average Years of Experience of ARL University Librarians by Position and Sex, Fiscal Year 1995-96 34

Table 18: Number and Average Years of Experience of Minority U.S. ARL University Librarians by Position and Sex, Fiscal Year 1995-96 35

Table 19: Number and Average Salaries of ARL University Librarians by Years of Experience, Fiscal Year 1995-96 36

Table 20: Number and Average Salaries of Minority U.S. ARL University Librarians by Years of Experience, Fiscal Year 1995-96 36

Table 21: Average Salary for Selected Positions by Years of Experience, Fiscal Year 1995-96 37

Table 22: Number and Average Salaries of ARL University Librarians by Type of Institution, Fiscal Year 1995-96 38

Table 23: Number and Average Salaries of ARL University Librarians by Size of Professional Staff, Fiscal Year 1995-96 39

Table 24: Average Salaries of ARL University Librarians by Region, Fiscal Year 1995-96 40

ARL University Libraries Included by Geographic Region 41

CANADIAN ARL UNIVERSITY LIBRARIES

Table 25: Filled Positions; Average, Median, and Beginning Professional Salaries; Average Years of Professional Experience in Canadian ARL University Libraries 45

Table 26: Number and Average Salaries of Canadian ARL University Librarians by Position and Sex, Fiscal Year 1995-96 46

Table 27: Number and Average Years of Experience of Canadian ARL University Librarians by Position and Sex, Fiscal Year 1995-96 47

Table 28: Number and Average Salaries of Canadian ARL University Librarians by Years of Experience, Fiscal Year 1995-96 48

ARL UNIVERSITY MEDICAL LIBRARIES

Table 29: Filled Positions; Average, Median, and Beginning Professional Salaries; Average Years of Professional Experience in ARL University Medical Libraries 50

Table 30: Beginning Professional Salaries in ARL University Medical Libraries; Rank Order Table, Fiscal Year 1995-96 52

Table 31: Median Professional Salaries in ARL University Medical Libraries; Rank Order Table, Fiscal Year 1995-96 53

Table 32: Average Professional Salaries in ARL University Medical Libraries; Rank Order Table, Fiscal Year 1995-96 54

Table 33: Number and Average Salaries of ARL University Medical Librarians by Position and Sex, Fiscal Year 1995-96 55

Table 34: Number and Average Years of Experience of ARL University Medical Librarians by Position and Sex, Fiscal Year 1995-96 56

Table 35: Number and Average Salaries of ARL University Medical Librarians by Years of Experience and Sex, Fiscal Year 1995-96 57

ARL UNIVERSITY LAW LIBRARIES

Table 36: Filled Positions; Average, Median, and Beginning Professional Salaries; Average Years of Experience in ARL University Law Libraries, Fiscal Year 1995-96 60

Table 37: Beginning Professional Salaries in ARL University Law Libraries; Rank Order Table, Fiscal Year 1995-96 62

Table 38: Median Professional Salaries in ARL University Law Libraries; Rank Order Table, Fiscal Year 1995-96 63

Table 39: Average Professional Salaries in ARL University Law Libraries; Rank Order Table, Fiscal Year 1995-96 64

Table 40: Number and Average Salaries of ARL University Law Librarians by Position and Sex, Fiscal Year 1995-96 65

Table 41: Number and Average Years of Experience of ARL University Law Librarians by Position and Sex, Fiscal Year 1995-96 66

Table 42: Number and Average Salaries of ARL University Law Librarians by Years of Experience and Sex, Fiscal Year 1995-96 67

ARL SALARY SURVEY 1995-96

University Library Questionnaire 70

Nonuniversity Library Questionnaire 79

FOOTNOTES 82

INTRODUCTION

The *ARL Annual Salary Survey* 1995-96 reports salary data for all professional staff working in ARL libraries. It is the most comprehensive and thorough guide to current salaries in large U.S. and Canadian academic and research libraries, and a valuable management and research tool that describes salaries for librarians.

This year's publication follows the general format of previous years with the following changes. Three questions from Part I of the survey instrument were withdrawn this year. These questions asked libraries to report revised beginning, average, and median salaries for the previous year, and the revised figures were what had been reported in Tables 5, 7 and 9. The ARL Statistics and Measurement Committee, with feedback from the Salary Survey Coordinators in ARL institutions, agreed that these data were no longer useful. The title of this year's publication also reflects this change, in that the year is "1995-96" instead of "1995" to reflect that the data are being reported only for fiscal year 1995-96. Tables 5, 7, and 9 are simply reprints rather than revisions.

Another minor change was implemented in Table 23. The first group of libraries includes those institutions that report over 120 staff positions instead of over 124. Readers who compared their institutions against the first and second groups should note this change, which was made because the number of cases otherwise is disproportionately small in the first column.

Finally, Tables 3 and 12 now show trends over the last eleven years, rather than ten. We plan to continue cumulating the data, year after year, so that we can describe trends for a longer time-series.

Most of the tables show Canadian salaries converted into U.S. dollar equivalents at the rate of 1.3794 Canadian dollars per U.S. dollar.[1] Tables 25 through 28, however, pertain exclusively to staff in Canadian university libraries, and data are expressed in Canadian dollars.

Data for 8,231 professional staff members were reported this year in the 108 ARL university member libraries, including the law and medical libraries (711 staff members reported by 61 medical libraries and 592 staff members reported by 66 law libraries). For the 11 nonuniversity ARL members, data were reported for 4,016 professional staff members. There were 842 minority staff reported in 95 U.S. academic member libraries, including law and medical, not much changed since last year. Note that the data for minority professionals comes only from the U.S. university member libraries; Canadian law prohibits the identification of Canadians by ethnic category. In the tables that follow, the university population is generally treated in three distinct groups: staff in the "general" library system, and separately staff in the medical libraries and staff in the law libraries. All branch libraries for which data were received (other than law and medical) are included in the "general" category, whether or not those libraries are administratively independent. Traditionally, only law libraries and medical libraries

[1] This is the average monthly noon exchange rate published in the Bank of Canada *Review* for the period July 1994-June 1995.

(the latter limited to human medicine, and excluding dental, public health, and veterinary libraries) have been disaggregated in this survey.

Overall, minority staff make up 11.32% of the professional staff in U.S. university member libraries (including law and medical). Women comprise 73.2% of staff in the four ethnic groups that comprise minority staff, as compared to 63.2% for Caucasian women in all U.S. university member libraries. The overall gender balance in the 108 Canadian and U.S. university member libraries (including law and medical) is 35.7% male and 64.3% female. See figure 2, below, for more detail on ethnic distribution.

Figure 1

ETHNIC AND GENDER DISTRIBUTION OF PROFESSIONAL STAFF IN ARL UNIVERSITY LIBRARIES

United States

	Male	Percent	Female	Percent	Total
Main	2,312	37.10%	3,921	62.90%	6,233
Medical	162	25.10%	484	74.90%	646
Law	177	31.80%	379	68.20%	556
Minority[2]	226	26.80%	616	73.20%	842
Non-minority	2,425	36.80%	4,168	63.20%	6,593
All	2,651	35.70%	4,784	64.30%	7,435

Canada

	Male	Percent	Female	Percent	Total
Main	241	34.70%	454	65.30%	695
Medical	10	15.40%	55	84.60%	65
Law	15	41.70%	21	58.30%	36
All	266	33.40%	530	66.60%	796

United States and Canada (Combined)

	Male	Percent	Female	Percent	Total
Main	2,553	36.90%	4,375	63.10%	6,928
Medical	172	24.20%	539	75.80%	711
Law	192	32.40%	400	67.60%	592
All	2,917	35.40%	5,314	64.60%	8,231

Evidence for gender-based salary differentials, or the lack thereof, continues to be high on the agenda of many readers. Salary comparison for directors also is one that is frequently requested, and this year the average salary in academic libraries for male directors was 2.27% higher than the average for female directors. As Table 15 demonstrates, average salaries of men usually surpass those of women who hold the same position. For only nine position categories (of the twenty-seven used in the Tables) do average salaries of women exceed those of men. Moreover, the overall average for all positions shows that the average salary for all men is almost 7.5% higher than the average salary for all women. Table 17 provides average years of professional experience for many of the same staffing categories for which salary data are shown in Table 15. An inspection of data in Table 17 reveals that experience differentials between men and women cannot account for all of the salary differentials evident in Table 15. Table 19

[2] Includes staff in medical and law libraries

further reveals that the average salary for men is consistently higher than the average salary for women in every one of the experience cohorts. With a single exception, this pattern is also repeated for minority librarians (see Table 20). Table 20 shows that minority women are paid less compared to minority men if they have more than three years of experience, whereas minority women with less than three years of experience are paid more than minority men.

Figure 2

MINORITY PROFESSIONALS BY REGION (U.S.)

Category	New England	Middle Atlantic	E North Central	W North Central	South Atlantic	East S Central	West S Central	Mountain	Pacific	TOTAL	%
Black	16	43	54	17	79	12	9	7	25	262	31.1%
Hispanic	27	18	14	5	26		20	21	35	166	19.7%
Asian	24	69	67	18	49	6	19	22	113	387	46.0%
AI/NA[3]	5	3	2	1	6		2	4	4	27	3.2%
Minority Total	72	133	137	41	160	18	50	54	177	842	100.0%
Minority Percent	8.60%	15.80%	16.30%	4.90%	19.00%	2.10%	5.90%	6.40%	21.00%	11.32%	
Non-Minority Total	816	1,057	1,159	481	1,064	309	445	444	818	6,593	
Non-Minority Percent	12.40%	16.00%	17.60%	7.30%	16.10%	4.70%	6.70%	6.70%	12.40%	88.68%	
Proportional Minority Representation	-30.65%	-1.25%	-7.39%	-32.88%	18.01%	-55.32%	-11.94%	-4.48%	69.35%		

Minority professional staff (as defined by the Office of Economic Opportunity regulations) continue to be disproportionately distributed across the U.S. In figure 2, above, one can compare the number of minority staff with other staff, region by region. These patterns of distribution have been relatively stable for the entire history of the ARL data collection experience.

Salaries in private U.S. university libraries continue to exceed those paid in the publicly supported U.S. university libraries. In FY 1995-96 the differential is $1,929, or 4.3% more for the average position in a private institution. Only in the cases of heads of reference, circulation, government documents/maps, as well as for reference librarians and other positions with more than 10 years of experience, do average administrative salaries in the public sector exceed those paid for similar positions in the private university libraries.

Size of the library, as measured by the number of professional staff, is also a significant determinant of salary. As a rule, the largest libraries pay the highest average salaries, not only overall, but for specific positions as well. There are a few exceptions, however. In seven cases the second largest group of libraries (those who report 75-120 professionals) pay the highest average salaries in specific job categories. In another five cases the lowest average salaries are paid by the second smallest libraries (50-74 professionals) rather than the smallest. These exceptions account for less than 11.10% of the cases where comparisons can be made. Average salaries for all staff in a size cohort increase by $450, $3,390, and $787 respectively as one proceeds from university libraries with the smallest number of staff to university libraries with the largest number of staff.

[3] American Indian/Native Alaskan

These aggregated differentials account for an 11% disparity between the smallest and largest libraries.

Tables 3 and 12 reveal changes in beginning professional and median salaries, as well as changes in the U.S. Bureau of Labor's Cost of Living Index (CPI-U) for nonuniversity and university member libraries. Table 12 includes law and medical library staff in order to maintain continuity for the eleven-year span of time which the tabular data cover. Table 3 reveals that the purchasing power of nonuniversity staff at the median has lagged slightly behind inflation, whereas the typical beginning salary has outpaced inflation by 16.4% since 1985. This trend results in salary compression problems that impact the mid-career and senior staff.

Increases over time in university library salaries have been larger than salaries in the nonuniversity libraries at the median. Beginning salaries for university libraries have increased slightly more (1.9%) than the median salaries over time. The 1995-96 median salary has increased 9.4% and the beginning professional salary has increased 11.5% in constant dollars since 1985.

Figure 3

AVERAGE SALARIES AND AVERAGE YEARS OF EXPERIENCE OF LIBRARY PROFESSIONALS IN LIBRARIES WITH THREE, FOUR, AND FIVE STEP RANK STRUCTURES

	Three-Step		Four-Step		Five-Step	
	Salary	Experience	Salary	Experience	Salary	Experience
Librarian 1	$34,189	10.0	$31,440	5.4	$33,792	6.9
Librarian 2	42,046	15.5	37,125	11.7	35,334	10.9
Librarian 3	53,194	21.0	44,724	18.4	41,872	15.7
Librarian 4			53,468	22.4	54,192	19.7
Librarian 5					62,106	23.9
No. of Staff:	1,619		3,186		1,161	

Readers who use the data presented here are reminded that these data reflect only salaries, and that there are other compensation issues which may have influenced the pattern of salaries in any particular institution. In addition, a highly standardized structure for capturing data has been used which may portray results in a way that cannot be fully representative of a local situation.

Concluding, I would like to acknowledge with thanks Gordon Fretwell, Kendon Stubbs, William Crowe, Patricia Brennan and Michael Matthews, all of whom reviewed this final draft and provided valuable suggestions and advice.

Martha Kyrillidou
Association of Research Libraries
November 27, 1995

TABLE 1: DISTRIBUTION BY SALARY LEVEL

Figures in columns headed by fiscal year show the number of filled professional positions. Columns headed by cum. % show the percentage of all filled positions with salaries equal to or more than the beginning of each salary range. For example, in fiscal year 1996, 63.7% of ARL university librarians earned more than $38,000, as did 81.1% of nonuniversity librarians.

	University Librarians				Nonuniversity Librarians			
Salary Range	FY 1995	cum. %	FY 1996	cum. %	FY 1995	cum. %	FY 1996	cum. %
$200,000 - 250,000			1					
175,000 - 199,999	2		3					
150,000 - 174,999	4		9	0.2				
140,000 - 149,999	9		9	0.3				
130,000 - 139,999	9		9	0.4			1	
120,000 - 129,999	12		16	0.6	5		6	0.2
110,000 - 119,999	19	1	28	0.9	33	1	36	1.1
100,000 - 109,999	48		54	1.6	52	2	49	2.3
95,000 - 99,999	32	2	29	1.9	22	3	19	2.8
90,000 - 94,999	33		35	2.3	50	4	107	5.4
85,000 - 89,999	38	3	45	2.9	101	7	98	7.9
80,000 - 84,999	58		62	3.6	82	9	64	9.5
75,000 - 79,999	82	4	90	4.7	106	12	166	13.6
70,000 - 74,999	109	5	128	6.3	153	16	134	16.9
65,000 - 69,999	191	8	209	8.8	137	19	232	22.7
60,000 - 64,999	253	11	360	13.2	223	25	184	27.3
55,000 - 59,999	452	16	444	18.6	187	30	322	35.3
50,000 - 54,999	752	26	730	27.5	594	46	520	48.3
48,000 - 49,999	321	30	386	32.2	164	50	138	51.7
46,000 - 47,999	410	34	413	37.2	227	56	343	60.2
44,000 - 45,999	435	40	515	43.4	254	62	177	64.6
42,000 - 43,999	550	46	523	49.8	328	71	246	70.8
40,000 - 41,999	594	54	569	56.7	135	75	116	73.7
38,000 - 39,999	547	60	578	63.7	232	81	218	79.1
36,000 - 37,999	624	68	624	71.3	157	85	160	83.1
34,000 - 35,999	588	75	552	78.0	133	88	93	85.4
32,000 - 33,999	560	82	527	84.4	187	93	194	90.2
30,000 - 31,999	510	88	481	90.3	107	96	96	92.6
29,000 - 29,999	205	91	185	92.5	48	97	64	94.2
28,000 - 28,999	209	93	210	95.1	23	98	40	95.2
27,000 - 27,999	169	95	144	96.8	39	99	27	95.9
26,000 - 26,999	160	97	101	98.0	17	99.1	31	96.6
25,000 - 25,999	115	98.6	63	98.8	5	99.3	5	96.8
24,000 - 24,999	59	99.3	47	99.4	6	99.4	14	97.1
23,000 - 23,999	30	99.7	31	99.7	14	99.8	50	98.4
22,000 - 22,999	12	99.8	8	99.8	1	99.8		98.4
21,000 - 21,999	7	99.9	11	100.0	1	99.8	7	98.5
Less than 21,000	8	100.0	2	100.0	6	100.0	59	100.0
Total Positions	**8,216**		**8,231**		**3,829**		**4,016**	
Median Salary	**$41,088**		**$41,901**		**$47,997**		**$49,149**	

Canadian salaries expressed in U.S. dollars.

BEST COPY AVAILABLE

ARL NONUNIVERSITY LIBRARIES

Tables 2-3

TABLE 2: MEDIAN AND BEGINNING PROFESSIONAL SALARIES IN ARL NONUNIVERSITY LIBRARIES

		Median Salaries		Beginning Salaries	
	No. of Staff	FY 1995	FY 1996	FY 1995	FY 1996
Boston Public Library	205	$41,803	$42,498	$26,936	$27,887
Canada Institute for Scientific and Technical Information (D) *	248	37,820	29,723	29,483	18,849
Center for Research Libraries	24	33,111	33,984	23,100	24,000
Library of Congress *	2,638	51,801	53,472	N/A	29,898
Linda Hall Library *	23	38,225	28,300	25,500	25,500
National Agricultural Library	125	46,202	49,137	28,964	29,898
National Library of Canada (D)	201	33,485	32,605	23,755	23,167
National Library of Medicine	173	47,000	54,511	27,800	29,898
New York Public Library *	250	36,332	37,442	27,825	28,162
New York State Library	71	43,434	43,956	28,043	28,380
Smithsonian Library	58	46,202	46,247	28,964	28,898

* - See Footnotes.
D - Canadian salareis expressed in U.S. dollars.

TABLE 3: SALARY TRENDS IN ARL NONUNIVERSITY LIBRARIES

Salary figures for the current year are displayed in the context of the previous years and compared to the changes in the Consumer Price Index (CPI) to show trends in the purchasing power of median and beginning professional salaries. Salary figures and CPI numbers have been converted to adjusted indexes using July 1985 as the base.

Fiscal Year	No. of Libs.	Total Staff	Median Salary	BPS** Median	Median Salary Index	BPS** Index	Actual CPI	Adjusted CPI
1996	11	3,915	$49,149	$28,162	145.1	170.7	152.5	146.7
1995	11	3,837	47,997	27,813	141.7	168.6	148.4	142.8
1994	11	4,003	44,949	26,806	132.7	162.5	144.4	139.0
1993	11	4,172	43,876	23,500	129.6	142.4	140.2	134.9
1992	11	2,906	42,455	23,500	125.4	142.4	136.2	131.1
1991	12	1,363	36,013	20,800	106.3	126.1	130.7	125.8
1990	11	3,767	40,106	20,195	118.4	122.4	124.0	119.3
1989	11	3,781	37,544	19,100	110.9	115.8	118.3	113.9
1988	11	3,765	36,250	18,405	107.0	111.5	113.6	109.3
1987	10	2,790	33,020	17,912	97.5	108.6	109.6	105.5
1986	12	3,874	33,720	17,308	99.6	104.9	107.6	103.6
1985	11	3,840	33,863	16,500	100.0	100.0	103.9	100.0

Canadian salaries expressed in U.S. dollars.
** - Beginning professional salary.

ARL UNIVERSITY LIBRARIES

Tables 4-24

TABLE 4: FILLED POSITIONS; AVERAGE, MEDIAN, BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF EXPERIENCE

ARL UNIVERSITY LIBRARIES, FISCAL YEAR 1995-96

Institution	Filled Pos.	Average Salaries		Median Salaries		Beginning Salaries		Average Yrs. Exp.
	FY 1996	FY 1995	FY 1996	FY 1995	FY 1996	FY 1995	FY 1996	FY 1996
Alabama	48	$34,028	$33,919	$31,325	$31,325	$23,100	$23,100	11.5
Alberta (D)	63	42,531	41,895	41,496	40,254	24,769	24,028	17.8
Arizona	61	41,144	41,536	41,964	41,080	28,000	28,000	13.7
Arizona State	82	37,905	39,406	36,722	38,691	23,000	23,000	16.1
Auburn	46	39,559	39,562	37,225	37,750	29,560	29,560	14.0
Boston University	42	37,930	39,566	36,194	37,548	25,525	26,150	18.3
Brigham Young	95	40,339	41,155	37,210	38,431	25,000	26,000	15.8
British Columbia (D)	77	45,920	46,300	44,729	44,369	25,698	24,929	20.1
Brown *	64	42,291	43,924	39,625	41,600	26,850	27,650	17.4
California, Berkeley *	97	50,597	53,857	50,496	52,008	28,668	29,532	18.3
California, Davis	42	53,033	54,356	50,496	52,008	28,668	29,532	19.6
California Irvine	52	53,130	55,875	53,856	55,476	28,668	29,532	17.7
California, Los Angeles	106	53,419	55,129	53,856	55,476	28,668	29,532	16.2
California, Riverside	31	48,896	52,155	47,124	52,008	28,668	29,532	18.9
California, San Diego	62	49,570	51,111	47,905	48,540	28,668	29,532	17.0
California, Santa Barbara	42	51,082	53,554	50,496	52,008	28,668	29,532	16.7
Case Western	31	36,228	36,932	33,875	34,117	23,228	23,961	12.4
Chicago	73	45,865	46,745	41,753	42,432	29,400	30,135	14.4
Cincinnati *	52	42,959	44,487	44,693	45,207	22,807	22,807	19.8
Colorado	49	38,551	39,755	37,701	39,115	26,000	26,000	15.2
Colorado State	36	41,572	44,238	40,000	41,139	26,000	30,000	21.0
Columbia	103	49,021	50,540	47,080	48,390	31,500	32,500	15.4
Connecticut	47	52,255	53,782	52,289	53,599	30,362	31,273	19.2
Cornell	121	42,070	43,811	39,310	40,823	25,750	26,600	15.2
Dartmouth	38	45,541	46,913	43,971	45,000	26,000	27,205	15.0
Delaware *	50	43,033	44,267	42,842	44,315	26,165	27,211	12.2
Duke *	82	44,487	45,078	41,000	41,600	28,100	28,950	14.5
Emory *	53	40,988	43,498	40,040	41,925	25,000	27,000	16.2
Florida	84	35,614	36,746	32,497	34,000	26,000	26,000	16.2
Florida State *	43	35,313	36,765	33,521	34,889	24,000	24,000	18.6
Georgetown	35	41,104	42,528	37,702	38,833	29,000	31,000	15.8
Georgia	72	35,642	38,253	33,912	36,109	24,000	25,000	14.3
Georgia Tech	41	37,319	40,275	34,316	37,100	25,000	25,000	14.3
Guelph (D)	25	43,665	44,103	47,095	45,687	24,116	23,394	18.5
Harvard *	318	48,539	49,912	44,759	46,247	31,400	32,000	14.8
Hawaii	58	50,846	48,782	51,264	47,400	33,312	33,312	16.9
Houston *	40	34,735	37,137	32,809	34,977	26,000	26,000	15.4
Howard *	35	40,980	40,705	37,918	40,073	26,859	33,688	16.7
Illinois, Chicago *	50	39,792	40,827	37,928	38,611	26,500	27,500	14.0
Illinois, Urbana *	121	40,258	41,631	36,107	38,390	27,000	28,000	15.9
Indiana *	91	43,731	46,133	42,167	44,871	26,919	27,996	17.6
Iowa *	63	44,194	46,780	43,268	46,161	26,700	27,668	19.6
Iowa State	50	44,587	44,268	41,571	39,646	28,000	28,000	15.4
Johns Hopkins *	50	41,553	43,164	41,150	42,295	25,151	25,910	17.5
Kansas *	68	34,982	36,294	33,567	35,048	23,500	24,000	15.5
Kent State *	41	42,989	39,942	38,604	36,255	27,500	27,500	15.0
Kentucky *	73	38,496	39,273	36,868	38,043	25,500	26,000	12.8
Laval (D)	70	43,920	42,530	43,919	42,604	25,177	24,424	20.3
Louisiana State	41	34,965	36,061	33,131	31,307	25,500	26,000	12.3
McGill (D)	63	43,451	42,654	42,551	41,749	24,139	23,416	17.2
McMaster (D) *	26	42,623	41,915	41,812	41,230	24,487	23,754	19.0
Manitoba (D)	45	41,878	41,174	42,208	42,083	20,513	19,899	18.7
Maryland	82	41,350	42,030	38,385	38,700	23,044	23,525	18.0
Massachusetts	49	48,569	47,307	50,740	48,887	28,000	28,000	18.0
MIT	70	42,018	43,504	38,400	40,150	26,500	27,000	14.2
Miami	39	38,297	40,643	38,350	39,510	24,500	24,500	18.6
Michigan *	99	$44,740	$45,540	$40,991	$40,221	$28,000	$28,000	16.1

D - Canadian salaries expressed in U.S. dollars.

Directors are included in figures for average years of experience and filled positions, but not in either the average or median salary statistic. See Tables and 36 for statistics related to medical and law library salaries.

* - See Footnotes.

BEST COPY AVAILABLE

TABLE 4: FILLED POSITIONS; AVERAGE, MEDIAN, BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF EXPERIENCE

ARL UNIVERISTY LIBRARIES, FISCAL YEAR 1995-96

Institution	Filled Pos.	Average Salaries		Median Salaries		Beginning Salaries		Average Yrs. Exp.
	FY 1996	FY 1995	FY 1996	FY 1995	FY 1996	FY 1995	FY 1996	FY 1996
Michigan State *	62	40,983	41,242	37,900	38,530	28,500	28,500	15.6
Minnesota	99	42,716	43,344	40,308	41,231	26,000	26,000	20.0
Missouri *	32	35,441	38,086	33,529	35,712	23,000	24,300	17.6
Nebraska	**46**	**39,630**	**40,694**	**38,454**	**37,943**	**25,000**	**27,000**	**13.0**
New Mexico *	**46**	**43,808**	**44,764**	**42,646**	**43,219**	**30,000**	**31,200**	**17.4**
New York University	**53**	**48,699**	**50,005**	**43,346**	**45,223**	**31,000**	**32,000**	**13.1**
North Carolina	79	38,664	39,384	37,100	37,750	26,500	27,000	15.8
North Carolina State	59	41,618	41,727	39,993	39,980	27,540	28,000	15.3
Northwestern	79	40,548	42,145	37,757	38,748	26,000	26,400	13.7
Notre Dame *	**39**	**40,838**	**44,445**	**39,550**	**42,000**	**29,000**	**30,000**	**17.3**
Ohio State *	**91**	**40,488**	**42,214**	**38,388**	**40,014**	**25,488**	**26,508**	**16.2**
Oklahoma	**30**	**37,562**	**38,345**	**35,629**	**36,342**	**27,000**	**27,000**	**13.7**
Oklahoma State *	43	33,428	36,787	29,352	31,206	25,003	25,003	14.2
Oregon	52	38,195	37,937	35,637	35,147	25,000	25,000	11.8
Pennsylvania	78	42,853	43,992	39,625	41,125	27,000	28,000	17.5
Pennsylvania State	**99**	**43,007**	**44,411**	**40,236**	**42,195**	**29,500**	**30,500**	**15.3**
Pittsburgh *	**63**	**37,234**	**37,796**	**35,480**	**35,585**	**25,000**	**26,000**	**13.2**
Princeton *	**123**	**46,335**	**48,503**	**42,700**	**45,050**	**30,200**	**30,200**	**16.3**
Purdue	53	39,588	40,715	38,275	39,275	23,500	23,500	15.7
Queen's (D)	36	37,839	36,017	36,245	35,160	23,126	22,434	15.2
Rice *	46	39,231	38,842	36,289	36,000	28,927	29,506	14.0
Rochester *	**55**	**36,627**	**36,875**	**33,283**	**33,760**	**25,000**	**26,000**	**16.2**
Rutgers *	**103**	**63,048**	**62,202**	**64,389**	**64,145**	**32,648**	**32,648**	**17.5**
Saskatchewan (D)	**29**	**40,797**	**42,220**	**41,194**	**43,110**	**21,625**	**21,664**	**19.3**
South Carolina	58	36,949	37,419	35,419	35,936	24,500	24,000	13.6
Southern California *	83	47,296	47,310	43,061	43,432	30,300	30,300	16.6
Southern Illinois *	37	40,170	43,287	38,040	41,838	28,500	29,500	18.4
Stanford	**110**	**54,964**	**56,439**	**51,188**	**52,900**	**34,600**	**35,300**	**20.7**
SUNY Albany	**44**	**40,172**	**41,439**	**39,615**	**42,064**	**25,309**	**25,614**	**17.9**
SUNY Buffalo	**70**	**43,056**	**44,449**	**40,739**	**41,423**	**25,309**	**25,614**	**15.0**
SUNY Stony Brook *	35	48,439	50,323	48,189	48,971	28,000	28,500	17.6
Syracuse	43	36,809	37,754	35,536	36,435	26,500	26,500	17.4
Temple *	47	40,560	41,567	39,636	40,885	26,000	26,500	17.2
Tennessee	**47**	**41,785**	**44,277**	**40,124**	**42,507**	**25,000**	**27,000**	**17.0**
Texas *	**118**	**38,439**	**39,722**	**35,500**	**37,000**	**25,000**	**26,000**	**18.7**
Texas A&M *	**67**	**40,360**	**36,998**	**33,419**	**31,732**	**26,000**	**26,000**	**11.6**
Toronto (D)	142	46,278	50,305	49,392	49,231	23,541	23,996	17.2
Tulane *	32	33,928	35,924	31,966	34,000	25,250	26,000	13.2
Utah	52	35,179	37,909	30,855	35,000	23,000	25,000	13.6
Vanderbilt *	**54**	**39,262**	**40,213**	**37,800**	**37,224**	**26,000**	**27,000**	**15.5**
Virginia *	**66**	**39,950**	**43,316**	**36,400**	**40,800**	**28,000**	**28,000**	**17.7**
Virginia Tech	**42**	**35,164**	**38,722**	**34,000**	**39,000**	**24,500**	**24,500**	**14.4**
Washington	103	39,673	40,601	36,828	38,154	25,000	27,000	16.9
Washington State	47	38,133	40,502	38,124	39,450	23,500	24,500	16.1
Washington University *	48	39,061	39,714	35,864	36,713	25,000	25,500	14.1
Waterloo (D)	**42**	**40,696**	**40,032**	**39,908**	**39,781**	**24,198**	**23,130**	**18.3**
Wayne State	**44**	**43,720**	**44,998**	**40,530**	**41,595**	**31,000**	**32,000**	**13.9**
Western Ontario (D) *	**36**	**41,158**	**39,582**	**42,101**	**40,936**	**28,167**	**27,323**	**18.7**
Wisconsin	120	43,377	44,544	41,927	43,422	26,345	27,125	17.1
Yale	118	50,189	51,936	47,272	49,500	31,500	32,100	17.4
York (D)	41	45,660	43,613	48,910	47,235	27,644	26,816	19.4

D - Canadian salaries expressed in U.S. dollars.
Directors are included in figures for average years of experience and filled positions, but not in either the average or median salary statistic.
See Tables and 36 for statistics related to medical and law library salaries.
* - See Footnotes.

BEST COPY AVAILABLE

TABLE 5: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
RANK ORDER TABLE, FISCAL YEAR 1994-95

Rank	Institution	Salary	Rank	Institution	Salary
1	Stanford	$34,600	52	Florida	$26,000
2	Hawaii	33,312	52	Houston	26,000
3	Rutgers	32,648	52	Minnesota	26,000
4	Columbia	31,500	52	Northwestern	26,000
4	Yale	31,500	52	Temple	26,000
6	Harvard	31,400	52	Texas A&M	26,000
7	New York University	31,000	52	Vanderbilt	26,000
7	Wayne State	31,000	62	Cornell	25,750
9	Connecticut	30,362	63	British Columbia	25,698
10	Southern California	30,300	64	Boston University	25,525
11	Princeton	30,200	65	Kentucky	25,500
12	New Mexico	30,000	65	Louisiana State	25,500
13	Auburn	29,560	67	Ohio State	25,488
14	Pennsylvania State	29,500	68	SUNY Albany	25,309
15	Chicago	29,400	68	SUNY Buffalo	25,309
16	Georgetown	29,000	70	Tulane	25,250
16	Notre Dame	29,000	71	Laval	25,177
18	Rice	28,927	72	Johns Hopkins	25,151
19	California, Berkeley	28,668	73	Oklahoma State	25,003
19	California, Davis	28,668	74	Brigham Young	25,000
19	California, Irvine	28,668	74	Emory	25,000
19	California, Los Angeles	28,668	74	Georgia Tech	25,000
19	California, Riverside	28,668	74	Nebraska	25,000
19	California, San Diego	28,668	74	Oregon	25,000
19	California, Santa Barbara	28,668	74	Pittsburgh	25,000
26	Michigan State	28,500	74	Rochester	25,000
26	Southern Illinois	28,500	74	Tennessee	25,000
28	Western Ontario	28,167	74	Texas	25,000
29	Duke	28,100	74	Washington	25,000
30	Arizona	28,000	74	Washington University	25,000
30	Iowa State	28,000	85	Alberta	24,769
30	Massachusetts	28,000	86	Miami	24,500
30	Michigan	28,000	86	South Carolina	24,500
30	SUNY Stony Brook	28,000	86	Virginia Tech	24,500
30	Virginia	28,000	89	McMaster	24,487
36	York	27,644	90	Waterloo	24,198
37	North Carolina State	27,540	91	McGill	24,139
38	Kent State	27,500	92	Guelph	24,116
39	Illinois, Urbana	27,000	93	Florida State	24,000
39	Oklahoma	27,000	93	Georgia	24,000
39	Pennsylvania	27,000	95	Toronto	23,541
42	Indiana	26,919	96	Kansas	23,500
43	Howard	26,859	96	Purdue	23,500
44	Brown	26,850	96	Washington State	23,500
45	Iowa	26,700	99	Case Western	23,228
46	Illinois, Chicago	26,500	100	Queen's	23,126
46	MIT	26,500	101	Alabama	23,100
46	North Carolina	26,500	102	Maryland	23,044
46	Syracuse	26,500	103	Arizona State	23,000
50	Wisconsin	26,345	103	Missouri	23,000
51	Delaware	26,165	103	Utah	23,000
52	Colorado	26,000	106	Cincinnati	22,807
52	Colorado State	26,000	107	Saskatchewan	21,625
52	Dartmouth	26,000	108	Manitoba	20,513

Reprinted from *ARL Annual Salary Survey 1995*.
Canadian salaries expressed in U.S. dollars.
Beginning salary figures represent officially designated base, not necessarily salaries of actual incumbents.
See Tables 29 through 42 for statistics related to medical and law library salaries.

19

TABLE 6: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
RANK ORDER TABLE, FISCAL YEAR 1995-96

Rank	Institution	Salary	Rank	Institution	Salary
1	Stanford	$35,300	49	Vanderbilt	$27,000
2	Howard	33,688	49	Washington	27,000
3	Hawaii	33,312	57	York	26,816
4	Rutgers	32,648	58	Cornell	26,600
5	Columbia	32,500	59	Ohio State	26,508
6	Yale	32,100	60	Syracuse	26,500
7	Harvard	32,000	60	Temple	26,500
8	New York University	32,000	62	Northwestern	26,400
8	Wayne State	32,000	63	Boston University	26,150
10	Connecticut	31,273	64	Brigham Young	26,000
11	New Mexico	31,200	64	Colorado	26,000
12	Georgetown	31,000	64	Florida	26,000
13	Pennsylvania State	30,500	64	Houston	26,000
14	Southern California	30,300	64	Kentucky	26,000
15	Princeton	30,200	64	Louisiana State	26,000
16	Chicago	30,135	64	Minnesota	26,000
17	Colorado State	30,000	64	Pittsburgh	26,000
17	Notre Dame	30,000	64	Rochester	26,000
19	Auburn	29,560	64	Texas	26,000
20	California, Berkeley	29,532	64	Texas A&M	26,000
20	California, Davis	29,532	64	Tulane	26,000
20	California, Irvine	29,532	76	Johns Hopkins	25,910
20	California, Los Angeles	29,532	77	SUNY Albany	25,614
20	California, Riverside	29,532	77	SUNY Buffalo	25,614
20	California, San Diego	29,532	79	Washington University	25,500
20	California, Santa Barbara	29,532	80	Oklahoma State	25,003
27	Rice	29,506	81	Georgia	25,000
28	Southern Illinois	29,500	81	Georgia Tech	25,000
29	Duke	28,950	81	Oregon	25,000
30	Michigan State	28,500	81	Utah	25,000
30	SUNY Stony Brook	28,500	85	British Columbia	24,929
32	Arizona	28,000	86	Miami	24,500
32	Illinois, Urbana	28,000	86	Virginia Tech	24,500
32	Iowa State	28,000	86	Washington State	24,500
32	Massachusetts	28,000	89	Laval	24,424
32	Michigan	28,000	90	Missouri	24,300
32	North Carolina State	28,000	91	Alberta	24,028
32	Pennsylvania	28,000	92	Florida State	24,000
32	Virginia	28,000	92	Kansas	24,000
40	Indiana	27,996	92	South Carolina	24,000
41	Iowa	27,668	95	Toronto	23,996
42	Brown	27,650	96	Case Western Reserve	23,961
43	Illinois, Chicago	27,500	97	McMaster	23,754
43	Kent State	27,500	98	Maryland	23,525
45	Western Ontario	27,323	99	Purdue	23,500
46	Delaware	27,211	100	McGill	23,416
47	Dartmouth	27,205	101	Guelph	23,394
48	Wisconsin	27,125	102	Waterloo	23,130
49	Emory	27,000	103	Alabama	23,100
49	MIT	27,000	104	Arizona State	23,000
49	Nebraska	27,000	105	Cincinnati	22,807
49	North Carolina	27,000	106	Queen's	22,434
49	Oklahoma	27,000	107	Saskatchewan	21,664
49	Tennessee	27,000	108	Manitoba	19,899

Canadian salaries expressed in U.S. dollars.
Beginning salary figures represent officially designated base, not necessarily salaries of actual incumbents.
See Tables 29 through 42 for statistics related to medical and law library salaries.

TABLE 7: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
RANK ORDER TABLE, FISCAL YEAR 1994-95

Rank	Institution	Salary	Rank	Institution	Salary
1	Rutgers	$64,389	54	Pennsylvania	$39,625
2	California, Irvine	53,856	56	SUNY Albany	39,615
2	California, Los Angeles	53,856	57	Notre Dame	39,550
4	Connecticut	52,289	58	Cornell	39,310
5	Hawaii	51,264	59	Kent State	38,604
6	Stanford	51,188	60	Nebraska	38,454
7	Massachusetts	50,740	61	MIT	38,400
8	California, Berkeley	50,496	62	Ohio State	38,388
8	California, Davis	50,496	63	Maryland	38,385
8	California, Santa Barbara	50,496	64	Miami	38,350
11	Toronto	49,392	65	Purdue	38,275
12	York	48,910	66	Washington State	38,124
13	SUNY Stony Brook	48,189	67	Southern Illinois	38,040
14	California, San Diego	47,905	68	Illinois, Chicago	37,928
15	Yale	47,272	69	Howard	37,918
16	California, Riverside	47,124	70	Michigan State	37,900
17	Guelph	47,095	71	Vanderbilt	37,800
18	Columbia	47,090	72	Northwestern	37,757
19	Harvard	44,759	73	Georgetown	37,702
20	British Columbia	44,729	74	Colorado	37,701
21	Cincinnati	44,693	75	Auburn	37,225
22	Dartmouth	43,971	76	Brigham Young	37,210
23	Laval	43,919	77	North Carolina	37,100
24	New York University	43,346	78	Kentucky	36,868
25	Iowa	43,268	79	Washington	36,828
26	Southern California	43,061	80	Arizona State	36,722
27	Delaware	42,842	81	Virginia	36,400
28	Princeton	42,700	82	Rice	36,289
29	New Mexico	42,646	83	Queen's	36,245
30	McGill	42,551	84	Boston University	36,194
31	Manitoba	42,208	85	Illinois, Urbana	36,107
32	Indiana	42,167	86	Washington University	35,864
33	Western Ontario	42,101	87	Oregon	35,637
34	Arizona	41,964	88	Oklahoma	35,629
35	Wisconsin	41,927	89	Syracuse	35,536
36	McMaster	41,812	90	Texas	35,500
37	Chicago	41,753	91	Pittsburgh	35,480
38	Iowa State	41,571	92	South Carolina	35,419
39	Alberta	41,496	93	Georgia Tech	34,316
40	Saskatchewan	41,194	94	Virginia Tech	34,000
41	Johns Hopkins	41,150	95	Georgia	33,912
42	Duke	41,000	96	Case Western	33,875
43	Michigan	40,991	97	Kansas	33,567
44	SUNY Buffalo	40,739	98	Missouri	33,529
45	Wayne State	40,530	99	Florida State	33,521
46	Minnesota	40,308	100	Texas A&M	33,419
47	Pennsylvania State	40,236	101	Rochester	33,283
48	Tennessee	40,124	102	Louisiana State	33,131
49	Emory	40,040	103	Houston	32,809
50	Colorado State	40,000	104	Florida	32,497
51	North Carolina State	39,993	105	Tulane	31,966
52	Waterloo	39,908	106	Alabama	31,325
53	Temple	39,636	107	Utah	30,855
54	Brown	39,625	108	Oklahoma State	29,352

Reprinted from *ARL Annual Salary Survey 1995*.
Canadian salaries expressed in U.S. dollars.
See Tables 29 through 42 for statistics related to medical and law library salaries.

TABLE 8: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
RANK ORDER TABLE, FISCAL YEAR 1995-96

Rank	Institution	Salary	Rank	Institution	Salary
1	Rutgers	$64,145	55	Virginia	$40,800
2	California, Irvine	55,476	56	Alberta	40,254
2	California, Los Angeles	55,476	57	Michigan	40,221
4	Connecticut	53,599	58	MIT	40,150
5	Stanford	52,900	59	Howard	40,073
6	California, Berkeley	52,008	60	Ohio State	40,014
6	California, Davis	52,008	61	North Carolina State	39,990
6	California, Riverside	52,008	62	Waterloo	39,781
6	California, Santa Barbara	52,008	63	Iowa State	39,646
10	Yale	49,500	64	Miami	39,510
11	Toronto	49,231	65	Washington State	39,450
12	SUNY Stony Brook	48,971	66	Purdue	39,275
13	Massachusetts	48,887	67	Colorado	39,115
14	California, San Diego	48,540	68	Virginia Tech	39,000
15	Columbia	48,390	69	Georgetown	38,833
16	Hawaii	47,400	70	Northwestern	38,748
17	York	47,235	71	Maryland	38,700
18	Harvard	46,247	72	Arizona State	38,691
19	Iowa	46,161	73	Illinois, Chicago	38,611
20	Guelph	45,687	74	Michigan State	38,530
21	New York University	45,223	75	Brigham Young	38,431
22	Cincinnati	45,207	76	Illinois, Urbana	38,390
23	Princeton	45,050	77	Washington	38,154
24	Dartmouth	45,000	78	Kentucky	38,043
25	Indiana	44,871	79	Nebraska	37,943
26	British Columbia	44,369	80	Auburn	37,750
27	Delaware	44,315	80	North Carolina	37,750
28	Southern California	43,432	82	Boston University	37,548
29	Wisconsin	43,422	83	Vanderbilt	37,224
30	New Mexico	43,219	84	Georgia Tech	37,100
31	Saskatchewan	43,110	85	Texas	37,000
32	Laval	42,604	86	Washington University	36,713
33	Tennessee	42,507	87	Syracuse	36,435
34	Chicago	42,432	88	Oklahoma	36,342
35	Johns Hopkins	42,295	89	Kent State	36,255
36	Pennsylvania State	42,195	90	Georgia	36,109
37	Manitoba	42,083	91	Rice	36,000
38	SUNY Albany	42,064	92	South Carolina	35,936
39	Notre Dame	42,000	93	Missouri	35,712
40	Emory	41,925	94	Pittsburgh	35,585
41	Southern Illinois	41,838	95	Queen's	35,160
42	McGill	41,749	96	Oregon	35,147
43	Brown	41,600	97	Kansas	35,048
43	Duke	41,600	98	Utah	35,000
45	Wayne State	41,595	99	Houston	34,977
46	SUNY Buffalo	41,423	100	Florida State	34,889
47	Minnesota	41,231	101	Case Western Reserve	34,117
48	McMaster	41,230	102	Florida	34,000
49	Colorado State	41,139	103	Tulane	34,000
50	Pennsylvania	41,125	104	Rochester	33,760
51	Arizona	41,080	105	Texas A&M	31,732
52	Western Ontario	40,936	106	Alabama	31,325
53	Temple	40,885	107	Louisiana State	31,307
54	Cornell	40,823	108	Oklahoma State	31,206

Canadian salaries expressed in U.S. dollars.
See Tables 29 through 42 for statistics related to medical and law library salaries.

TABLE 9: AVERAGE PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
RANK ORDER TABLE, FISCAL YEAR 1994-95

Rank	Institution	Salary	Rank	Institution	Salary
1	Rutgers	$63,048	55	Arizona	$41,144
2	Stanford	54,964	56	Georgetown	41,104
3	California, Los Angeles	53,419	57	Emory	40,988
4	California, Irvine	53,130	58	Michigan State	40,983
5	California, Davis	53,033	59	Howard	40,980
6	Connecticut	52,255	60	Notre Dame	40,838
7	California, Santa Barbara	51,082	61	Saskatchewan	40,797
8	Hawaii	50,846	62	Waterloo	40,696
9	California, Berkeley	50,597	63	Temple	40,560
10	Yale	50,189	64	Northwestern	40,548
11	California, San Diego	49,570	65	Ohio State	40,488
12	Columbia	49,021	66	Texas A&M	40,360
13	California, Riverside	48,896	67	Brigham Young	40,339
14	New York University	48,699	68	Illinois, Urbana	40,258
15	Massachusetts	48,569	69	SUNY Albany	40,172
16	Harvard	48,539	70	Southern Illinois	40,170
17	SUNY Stony Brook	48,439	71	Virginia	39,950
18	Southern California	47,296	72	Illinois, Chicago	39,792
19	Princeton	46,335	73	Washington	39,673
20	Toronto	46,278	74	Nebraska	39,630
21	British Columbia	45,920	75	Purdue	39,588
22	Chicago	45,865	76	Auburn	39,559
23	York	45,660	77	Vanderbilt	39,262
24	Dartmouth	45,541	78	Rice	39,231
25	Michigan	44,740	79	Washington University	39,061
26	Iowa State	44,587	80	North Carolina	38,664
27	Duke	44,487	81	Colorado	38,551
28	Iowa	44,194	82	Kentucky	38,496
29	Laval	43,920	83	Texas	38,439
30	New Mexico	43,808	84	Miami	38,297
31	Indiana	43,731	85	Oregon	38,195
32	Wayne State	43,720	86	Washington State	38,133
33	Guelph	43,665	87	Boston University	37,930
34	McGill	43,451	88	Arizona State	37,905
35	Wisconsin	43,377	89	Queen's	37,839
36	SUNY Buffalo	43,056	90	Oklahoma	37,562
37	Delaware	43,033	91	Georgia Tech	37,319
38	Pennsylvania State	43,007	92	Pittsburgh	37,234
39	Kent State	42,989	93	South Carolina	36,949
40	Cincinnati	42,959	94	Syracuse	36,809
41	Pennsylvania	42,853	95	Rochester	36,627
42	Minnesota	42,716	96	Case Western	36,228
43	McMaster	42,623	97	Georgia	35,642
44	Alberta	42,531	98	Florida	35,614
45	Brown	42,291	99	Missouri	35,441
46	Cornell	42,070	100	Florida State	35,313
47	MIT	42,018	101	Utah	35,179
48	Manitoba	41,878	102	Virginia Tech	35,164
49	Tennessee	41,785	103	Kansas	34,982
50	North Carolina State	41,618	104	Louisiana State	34,965
51	Colorado State	41,572	105	Houston	34,735
52	Johns Hopkins	41,553	106	Alabama	34,028
53	Maryland	41,350	107	Tulane	33,928
54	Western Ontario	41,158	108	Oklahoma State	33,428

Reprinted from *ARL Annual Salary Survey 1995*.
Canadian salaries expressed in U.S. dollars.
See Tables 29 through 42 for statistics related to medical and law library salaries.

TABLE 10: AVERAGE PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
RANK ORDER TABLE, FISCAL YEAR 1995-96

Rank	Institution	Salary	Rank	Institution	Salary
1	Rutgers	$62,202	55	Northwestern	$42,145
2	Stanford	56,439	56	Maryland	42,030
3	California, Irvine	55,875	57	McMaster	41,915
4	California, Los Angeles	55,129	58	Alberta	41,895
5	California, Davis	54,356	59	North Carolina State	41,727
6	California, Berkeley	53,857	60	Illinois, Urbana	41,631
7	Connecticut	53,782	61	Temple	41,567
8	California, Santa Barbara	53,554	62	Arizona	41,536
9	California, Riverside	52,155	63	SUNY Albany	41,439
10	Yale	51,936	64	Michigan State	41,242
11	California, San Diego	51,111	65	Manitoba	41,174
12	Columbia	50,540	66	Brigham Young	41,155
13	SUNY Stony Brook	50,323	67	Illinois, Chicago	40,827
14	Toronto	50,305	68	Purdue	40,715
15	New York University	50,005	69	Howard	40,705
16	Harvard	49,912	70	Nebraska	40,694
17	Hawaii	48,782	71	Miami	40,643
18	Princeton	48,503	72	Washington	40,601
19	Southern California	47,310	73	Washington State	40,502
20	Massachusetts	47,307	74	Georgia Tech	40,275
21	Dartmouth	46,913	75	Vanderbilt	40,213
22	Iowa	46,780	76	Waterloo	40,032
23	Chicago	46,745	77	Kent State	39,942
24	British Columbia	46,300	78	Colorado	39,755
25	Indiana	46,133	79	Texas	39,722
26	Michigan	45,540	80	Washington University	39,714
27	Duke	45,078	81	Western Ontario	39,582
28	Wayne State	44,998	82	Boston University	39,566
29	New Mexico	44,764	83	Auburn	39,562
30	Wisconsin	44,544	84	Arizona State	39,406
31	Cincinnati	44,487	85	North Carolina	39,384
32	SUNY Buffalo	44,449	86	Kentucky	39,273
33	Notre Dame	44,445	87	Rice	38,842
34	Pennsylvania State	44,411	88	Virginia Tech	38,722
35	Tennessee	44,277	89	Oklahoma	38,345
36	Iowa State	44,268	90	Georgia	38,253
37	Delaware	44,267	91	Missouri	38,086
38	Colorado State	44,238	92	Oregon	37,937
39	Guelph	44,103	93	Utah	37,909
40	Pennsylvania	43,992	94	Pittsburgh	37,796
41	Brown	43,924	95	Syracuse	37,754
42	Cornell	43,811	96	South Carolina	37,419
43	York	43,613	97	Houston	37,137
44	MIT	43,504	98	Texas A&M	36,998
45	Emory	43,498	99	Case Western Reserve	36,932
46	Minnesota	43,344	100	Rochester	36,875
47	Virginia	43,316	101	Oklahoma State	36,787
48	Southern Illinois	43,287	102	Florida State	36,765
49	Johns Hopkins	43,164	103	Florida	36,746
50	McGill	42,654	104	Kansas	36,294
51	Laval	42,530	105	Louisiana State	36,061
52	Georgetown	42,528	106	Queen's	36,017
53	Saskatchewan	42,220	107	Tulane	35,924
54	Ohio State	42,214	108	Alabama	33,919

Canadian salaries expressed in U.S. dollars.
See Tables 29 through 42 for statistics related to medical and law library salaries.

TABLE 11: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

SUMMARY OF RANKINGS, FISCAL YEARS 1993-1996

Institution	Average Salaries				Median Salaries				Beginning Salaries			
FY	1993	1994	1995	1996	1993	1994	1995	1996	1993	1994	1995	1996
Alabama	107	107	106	108	102	107	106	106	105	106	101	103
Alberta	20	29	44	58	17	24	39	56	28	53	85	91
Arizona	97	86	55	62	93	76	34	51	20	19	30	32
Arizona State	88	91	88	84	79	89	80	72	80	95	103	104
Auburn	106	80	76	83	99	74	75	80	49	15	13	19
Boston University	90	88	87	82	87	82	84	82	76	67	64	63
Brigham Young	76	67	67	66	83	78	76	75	94	83	74	64
British Columbia	14	24	21	24	14	22	20	26	25	52	63	85
Brown	49	44	45	41	60	51	54	43	43	40	44	42
California, Berkeley	9	7	9	6	5	6	8	6	13	25	19	20
Californis, Davis	3	2	5	5	5	6	8	6	13	25	19	20
California, Irvine	5	6	4	3	5	2	2	2	13	25	19	20
California, Los Angeles	1	4	3	4	1	2	2	2	13	25	19	20
California, Riverside	17	13	13	9	23	14	16	6	13	25	19	20
California, San Diego	10	8	11	11	5	6	14	14	13	25	19	20
California, Santa Barbara	11	11	7	8	5	6	8	6	13	25	19	20
Case Western	89	103	96	99	100	103	96	101	98	98	99	96
Chicago	32	23	22	23	31	33	37	34	22	16	15	16
Cincinnati	37	36	40	31	29	21	21	22	105	104	106	105
Colorado	70	93	81	78	64	86	74	67	38	47	52	64
Colorado State	57	61	51	38	49	62	50	49	49	41	52	17
Columbia	15	14	12	12	18	18	18	15	6	4	4	5
Connecticut	7	5	6	7	10	4	4	4	12	10	9	10
Cornell	56	52	46	42	58	61	58	54	65	55	62	58
Dartmouth	25	22	24	21	26	20	22	24	49	41	52	47
Delaware	52	40	37	37	39	34	27	27	41	37	51	46
Duke	34	25	27	27	35	29	42	43	31	24	29	29
Emory	63	64	57	45	56	58	49	40	89	83	74	49
Florida	99	99	98	103	104	101	104	102	49	83	52	64
Florida State	103	104	100	102	105	104	99	100	100	103	93	92
Georgetown	65	55	56	52	85	57	73	69	23	13	16	12
Georgia	98	101	97	90	92	100	95	90	93	93	93	81
Georgia Tech	96	95	91	74	107	105	93	84	66	83	74	81
Guelph	23	27	33	39	11	15	17	20	37	82	92	101
Harvard	16	19	16	16	25	23	19	18	23	11	6	7
Hawaii	6	9	8	17	12	13	5	16	1	2	2	3
Houston	100	96	105	97	98	99	103	99	33	41	52	64
Howard	66	59	59	69	70	66	69	59	56	36	43	2
Illinois, Chicago	50	57	72	67	44	47	68	73	59	47	46	43
Illinois, Urbana	71	79	68	60	84	92	85	76	80	47	39	32
Indiana	40	35	31	25	34	37	32	25	42	38	42	40
Iowa	41	37	28	22	36	35	25	19	78	41	45	41

TABLE 11: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

SUMMARY OF RANKINGS, FISCAL YEARS 1993-1996

Institution	Average Salaries				Median Salaries				Beginning Salaries			
FY	1993	1994	1995	1996	1993	1994	1995	1996	1993	1994	1995	1996
Iowa State	36	32	26	36	38	39	38	63	33	19	30	32
Johns Hopkins	44	68	52	49	46	45	41	35	85	80	72	76
Kansas	104	106	103	104	95	96	97	97	100	100	96	92
Kent State	54	50	39	77	71	70	59	89	64	75	38	43
Kentucky	75	83	82	86	81	85	78	78	80	55	65	64
Laval	18	26	29	51	16	19	23	32	32	54	71	89
Louisiana State	95	94	104	105	89	94	102	107	66	83	65	64
McGill	21	30	34	50	28	31	30	42	40	81	91	100
McMaster	19	33	43	57	22	32	36	48	57	74	89	97
Manitoba	26	38	48	65	21	25	31	37	108	108	108	108
Maryland	59	63	53	56	77	75	63	71	99	102	102	98
Massachusetts	28	12	15	20	24	5	7	13	89	39	30	32
MIT	42	41	47	44	53	56	61	58	49	41	46	49
Miami	85	77	84	71	68	65	64	64	66	83	86	86
Michigan	38	28	25	26	42	40	43	57	33	32	30	32
Michigan State	55	65	58	64	63	73	70	74	38	47	26	30
Minnesota	33	45	42	46	37	50	46	47	79	91	52	64
Missouri	105	102	99	91	101	102	98	93	94	99	103	90
Nebraska	51	71	74	70	50	84	60	79	66	78	74	49
New Mexico	60	53	30	29	51	43	29	30	29	9	12	11
New York University	31	16	14	15	40	27	24	21	6	7	7	8
North Carolina	93	90	80	85	90	90	77	80	94	55	46	49
North Carolina State	67	54	50	59	61	44	51	61	45	32	37	32
Northwestern	47	46	64	55	64	60	72	70	59	55	52	62
Notre Dame	62	58	60	33	55	54	57	39	26	13	16	17
Ohio State	72	70	65	54	69	72	62	60	66	69	67	59
Oklahoma	83	92	90	89	74	91	88	88	26	32	39	49
Oklahoma State	108	108	108	101	108	108	108	108	77	83	73	80
Oregon	80	69	85	92	82	80	87	96	94	55	74	81
Pennsylvania	46	39	41	40	54	46	54	50	43	32	39	32
Pennsylvania State	45	31	38	34	47	41	47	36	33	17	14	13
Pittsburgh	69	85	92	94	78	93	91	94	100	55	74	64
Princeton	28	21	19	18	33	28	28	23	4	6	11	15
Purdue	73	81	75	68	66	63	65	66	100	95	96	99
Queen's	58	76	89	106	57	88	83	95	58	94	100	106
Rice	84	78	78	87	73	76	82	91	49	55	18	27
Rochester	101	100	95	100	103	106	101	104	107	107	74	64
Rutgers	2	1	1	1	4	1	1	1	10	12	3	4
Saskatchewan	39	43	61	53	30	36	40	31	88	105	107	107
South Carolina	91	97	93	96	96	95	92	92	66	83	86	92
Southern California	27	18	18	19	32	26	26	28	3	5	10	14
Southern Illinois	53	47	70	48	48	52	67	41	20	19	26	28

TABLE 11: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

SUMMARY OF RANKINGS, FISCAL YEARS 1993-1996

Institution	Average Salaries				Median Salaries				Beginning Salaries			
FY	1993	1994	1995	1996	1993	1994	1995	1996	1993	1994	1995	1996
Stanford	4	3	2	2	13	12	6	5	2	1	1	1
SUNY Albany	64	60	69	63	43	49	56	38	86	76	68	77
SUNY Buffalo	35	34	36	32	41	42	44	46	86	76	68	77
SUNY Stony Brook	22	15	17	13	20	16	13	12	29	23	30	30
Syracuse	79	89	94	95	72	79	89	87	80	70	46	60
Temple	68	62	63	61	62	53	53	53	59	55	52	60
Tennessee	86	56	49	35	91	59	48	33	49	55	74	49
Texas	74	82	83	79	76	87	90	85	66	55	74	64
Texas A&M	92	73	66	98	88	71	100	105	100	100	52	64
Toronto	12	17	20	14	3	11	11	11	46	68	95	95
Tulane	102	105	107	107	97	98	105	103	66	70	70	64
Utah	94	98	101	93	106	97	107	98	89	95	103	81
Vanderbilt	82	74	77	75	75	64	71	83	66	55	52	49
Virginia	87	72	71	47	94	83	81	55	66	41	30	32
Virginia Tech	81	87	102	88	86	69	94	68	59	70	86	86
Washington	61	66	73	72	67	68	79	77	59	55	74	49
Washington State	77	75	86	73	59	55	66	65	89	92	96	86
Washington University	78	84	79	80	80	81	86	86	80	70	74	79
Waterloo	30	48	62	76	27	38	52	62	47	79	90	102
Wayne State	43	49	32	28	52	67	45	45	11	7	7	8
Western Ontario	24	42	54	81	19	30	33	52	5	18	28	45
Wisconsin	48	51	35	30	45	48	35	29	48	51	50	48
Yale	13	10	10	10	15	17	15	10	6	3	4	6
York	8	20	23	43	2	10	12	17	9	22	36	57

TABLE 12: SALARY TRENDS IN ARL UNIVERSITY LIBRARIES*

Salary figures for the current year are displayed in the context of the previous years and compared to the changes in the Consumer Price Index (CPI) to show trends in the purchasing power of median and beginning professional salaries. Salary figures and CPI numbers have been converted to adjusted indexes using July 1985 as the base.

Fiscal Year	No. of Libs.	Total Staff	Median Salary	BPS** Median	Median Salary Index	BPS** Index	Actual CPI	Adjusted CPI
1996	108	8,231	$41,901	27,000	160.5	163.6	152.5	146.7
1995	108	8,216	41,088	26,000	157.4	157.6	148.4	142.8
1994	108	8,132	40,225	25,834	154.1	156.6	144.4	139.0
1993	108	8,212	39,265	25,000	150.4	151.5	140.2	134.9
1992	107	8,256	38,537	24,000	147.7	145.5	136.2	131.1
1991	107	8,382	36,701	23,800	140.6	144.2	130.7	125.8
1990	107	8,253	34,629	22,000	132.7	133.3	124.0	119.3
1989	107	8,087	32,461	20,400	124.4	123.6	118.3	113.9
1988	106	7,962	30,534	19,460	117.0	117.9	113.6	109.3
1987	105	7,718	28,941	18,250	110.9	110.6	109.6	105.5
1986	105	7,543	27,485	17,500	105.3	106.1	107.6	103.6
1985	104	7,161	26,100	16,500	100.0	100.0	103.9	100.0

Canadian salaries expressed in U.S. dollars.
* - Includes salaries in medical and law libraries.
** - Beginning professional salary.

TABLE 13: DISTRIBUTION OF PROFESSIONAL STAFF IN ARL LIBRARIES, BY SALARY AND POSITION, FY 1995-96*

SALARY INTERVALS	NUMBER OF STAFF								PERCENTAGE AT EACH LEVEL							
	Dir.	Assoc. Dir.	Asst. Dir.	Branch Head	Subj. Spec.	Func. Spec.	Dept. Head	Other Prof.	Dir.	Assoc. Dir.	Asst. Dir.	Branch Head	Subj. Spec.	Func. Spec.	Dept. Head	Other Prof.
$175,000 or more	1								0%							
150,000-174,999	6			1					6%			0%				
140,000-149,999	5								5%							
130,000-139,999	5			1					5%			0%				
120,000-129,999	6	2	1					1	6%	1%	0%					0%
110,000-119,999	17	1	1			1	2		17%	1%	0%			0%	0%	
100,000-109,999	26	5	4	1			3	2	26%	3%	2%	0%			0%	0%
95,000-99,999	9	2	3	1		2	1	2	9%	1%	1%	0%		0%	0%	0%
90,000-94,999	8	7	7	6	1			1	8%	4%	3%	1%	0%			0%
85,000-89,999	7	9	4			1	2	2	7%	6%	2%			0%	0%	0%
80,000-84,999	2	22	6	4		3	7	3	2%	14%	3%	1%		1%	0%	0%
75,000-79,999	5	13	26	11	1	3	12	2	5%	8%	11%	2%	0%	1%	1%	0%
70,000-74,999	2	34	23	10	6	8	24	7	2%	20%	9%	2%	1%	1%	2%	0%
65,000-69,999	2	19	34	19	8	30	56	14	2%	12%	14%	3%	1%	4%	4%	1%
60,000-64,999		28	43	43	14	42	81	58		17%	17%	8%	2%	5%	6%	2%
55,000-59,999		14	31	48	34	58	131	69		9%	13%	9%	4%	8%	9%	2%
50,000-54,999		2	28	82	67	75	237	143		1%	12%	15%	9%	10%	16%	5%
48,000-49,999		1	11	44	26	47	101	110		1%	5%	8%	3%	6%	7%	4%
46,000-47,999		1	6	42	30	41	114	109		1%	3%	8%	4%	5%	8%	4%
44,000-45,999			4	42	60	54	141	141			2%	8%	8%	7%	10%	5%
42,000-43,999		1	3	45	57	56	110	189		1%	1%	8%	7%	7%	8%	7%
40,000-41,999			2	36	56	63	112	211			1%	7%	7%	8%	8%	7%
38,000-39,999			2	33	58	63	86	235			1%	6%	7%	8%	6%	8%
36,000-37,999				25	74	61	80	278				5%	9%	8%	6%	10%
34,000-35,999				19	63	52	49	259				3%	8%	7%	3%	9%
32,000-33,999				16	55	37	41	287				3%	7%	5%	3%	10%
30,000-31,999				9	61	26	29	273				2%	8%	3%	2%	9%
29,000-29,999				3	32	11	9	105				0%	4%	1%	1%	4%
28,000-28,999				3	21	21	7	136				0%	3%	3%	0%	5%
27,000-27,999				5	21	8	2	86				1%	3%	1%	0%	3%
26,000-26,999				2	14	5	3	66				0%	2%	1%	0%	2%
25,000-25,999					11		1	40					1%		0%	1%
24,000-24,999					8		4	24					1%		0%	1%
23,000-23,999					3			16					1%			1%
22,000-22,999				1	1			3				0%	0%			0%
21,000-21,999					2			5					0%			0%
20,000-20,999								1								0%
TOTAL	101	161	239	552	784	768	1445	2878	100%	100%	100%	100%	100%	100%	100%	100%

* Does not include statistics for law and medical libraries.

TABLE 14: DISTRIBUTION OF PROFESSIONAL STAFF IN ARL LIBRARIES BY SALARY, SEX, AND POSITION, FY 1995-96*

SALARY INTERVALS	Women								Men							
	Dir.	Assoc. Dir.	Asst. Dir.	Branch Head	Subj. Spec.	Func. Spec.	Dept. Head	Other Prof.	Dir.	Assoc. Dir.	Asst. Dir.	Branch Head	Subj. Spec.	Func. Spec.	Dept. Head	Other Prof.
$175,000 or more									1							
150,000-174,999	1								5			1				
140,000-149,999	1								4							
130,000-139,999	1								4			1				
120,000-129,999	3	2	1						3							1
110,000-119,999	12	1							5		1			1	2	
100,000-109,999	12	2	1	1				2	14	3	3				3	
95,000-99,999	3		2				1	1	6	2	1	1		2		1
90,000-94,999	3	4	4	2				1	5	3	3	4	1			
85,000-89,999	2	5	1					2	5	4	3			1	2	
80,000-84,999		12	3	1		2	4	1	2	10	3	3		1	3	2
75,000-79,999	2	7	15	7	1	3	8	2	3	6	11	4			4	
70,000-74,999		15	16	4	1	1	10	5	2	19	7	6	5	7	14	2
65,000-69,999	1	11	17	6	4	15	39	9	1	8	17	13	4	15	17	5
60,000-64,999		11	17	25	8	21	43	44		17	26	18	6	21	38	14
55,000-59,999		8	20	26	20	26	70	49		6	11	22	14	32	61	20
50,000-54,999			16	62	34	41	161	100		2	12	20	33	34	76	43
48,000-49,999			7	28	17	25	62	75		1	4	16	9	22	39	35
46,000-47,999		1	4	30	13	19	65	76			2	12	17	22	49	33
44,000-45,999			3	34	34	26	99	97			1	8	26	28	42	44
42,000-43,999			2	26	30	25	76	122		1	1	19	27	31	34	67
40,000-41,999			1	23	22	29	75	146			1	13	34	34	37	65
38,000-39,999			2	24	32	29	53	169				9	26	34	33	66
36,000-37,999				21	41	42	52	197				4	33	19	28	81
34,000-35,999				11	31	32	35	181				8	32	20	14	78
32,000-33,999				11	32	24	25	198				5	23	13	16	89
30,000-31,999				5	36	12	17	199				4	25	14	12	74
29,000-29,999				1	18	7	5	75				2	14	4	4	30
28,000-28,999				1	11	15	3	98				2	10	6	4	38
27,000-27,999				5	13	6	2	66					8	2		20
26,000-26,999				2	7	4	3	44					7	1		22
25,000-25,999					6		1	26					5			14
24,000-24,999					6		3	20					2		1	4
23,000-23,999					2			15					1			1
22,000-22,999				1	1			3								
21,000-21,999					2			4								1
20,000-20,999								1								
TOTAL	41	79	132	357	422	404	912	2028	60	82	107	195	362	364	533	850

* Does not include statistics for law and medical libraries.

TABLE 15: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS
BY POSITION AND SEX, FISCAL YEAR 1995-96

Position		Women		Men		Total	
		Salary	No.	Salary	No.	Salary	No.
Director		$107,904	41	$110,417	60	$109,397	101
Associate Director		74,961	79	72,765	82	73,843	161
Assistant Director		64,320	132	66,496	107	65,294	239
Head, Branch		48,009	357	52,841	195	49,716	552
Functional Specialist		39,864	422	40,705	362	40,252	784
Subject Specialist		44,070	404	46,599	364	45,268	768
Dept. Head:	Acquisitions	48,654	76	48,527	31	48,617	107
	Reference	49,780	86	48,692	44	49,412	130
	Cataloging	47,529	121	51,048	45	48,483	166
	Serials	48,693	22	46,580	18	47,742	40
	Documents / Maps	47,777	55	44,620	45	46,356	100
	Circulation	43,760	75	45,098	23	44,074	98
	Rare Books / Manuscripts	48,380	40	56,548	59	53,247	99
	Computer Systems	56,313	33	52,804	42	54,348	75
	Other	46,646	404	48,186	226	47,199	630
Reference:	Over 14 years experience	43,444	434	43,246	197	43,382	631
	10 to 14 years experience	38,008	176	41,026	53	38,707	229
	5 to 9 years experience	34,057	210	35,086	95	34,378	305
	Under 5 years experience	29,644	188	29,706	79	29,662	267
Cataloging:	Over 14 years experience	42,853	326	42,364	139	42,707	465
	10 to 14 years experience	37,900	111	39,280	43	38,285	154
	5 to 9 years experience	34,806	139	35,403	61	34,988	200
	Under 5 years experience	29,361	84	30,859	51	29,927	135
Other:	Over 14 years experience	44,695	148	46,184	59	45,120	207
	10 to 14 years experience	40,581	66	41,063	17	40,679	83
	5 to 9 years experience	32,895	74	36,428	28	33,865	102
	Under 5 years experience	31,560	72	29,718	28	31,044	100
All Positions		**$43,817**	**4,375**	**$47,372**	**2,553**	**$45,127**	**6,928**

Canadian salaries expressed in U.S. dollars.
See Table 26 for salaries of Canadian librarians expressed in Canadian dollars.
See Tables 33 and 40 for salaries in medical and law libraries.

TABLE 16: NUMBER AND AVERAGE SALARIES OF MINORITY U.S. ARL UNIVERSITY LIBRARIANS
BY POSITION AND SEX, FISCAL YEAR 1995-96

Position		Women		Men		Total	
		Salary	No.	Salary	No.	Salary	No.
Director		*	1	*	3	$109,216	4
Associate Director		*	1	*	3	70,700	4
Assistant Director		$65,486	15	$58,545	4	64,025	19
Head, Branch		48,134	42	63,872	16	52,476	58
Functional Specialist		41,641	46	41,015	23	41,432	69
Subject Specialist		42,113	64	51,802	41	45,897	105
Dept. Head:	Acquisitions	*	5	*	1	47,771	6
	Reference	*	6	*	1	46,077	7
	Cataloging	47,081	7	49,040	4	47,793	11
	Serials	*	2	N/A	0	*	2
	Documents / Maps	49,828	6	N/A	0	49,828	6
	Circulation	*	10	*	1	41,081	11
	Rare Books / Manuscripts	N/A	0	*	2	*	2
	Computer Systems	*	2	*	1	*	3
	Other	45,639	30	45,678	17	45,653	47
Reference:	Over 14 years experience	44,440	50	42,340	6	44,215	56
	10 to 14 years experience	*	16	*	1	40,622	17
	5 to 9 years experience	36,957	31	35,523	12	36,557	43
	Under 5 years experience	29,969	32	29,428	12	29,822	44
Cataloging:	Over 14 years experience	44,047	58	41,906	24	43,420	82
	10 to 14 years experience	38,027	18	39,310	5	38,306	23
	5 to 9 years experience	33,812	25	39,169	5	34,705	30
	Under 5 years experience	31,059	18	30,014	5	30,831	23
Other:	Over 14 years experience	46,404	13	39,259	4	44,723	17
	10 to 14 years experience	*	1	*	3	35,859	4
	5 to 9 years experience	*	10	*	2	33,450	12
	Under 5 years experience	30,281	14	30,776	4	30,391	18
All Positions		**$41,787**	**523**	**$46,415**	**200**	**$43,067**	**723**

* - Salary data are not published when fewer than four individuals are involved.
N/A - No positions were reported in this category.

TABLE 17: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF ARL UNIVERSITY LIBRARIANS
BY POSITION AND SEX, FISCAL YEAR 1995-96

Position	Women		Men		Total	
	Years	No.	Years	No.	Years	No.
Director	26.7	41	28.1	60	27.5	101
Associate Director	23.4	79	22.5	82	22.9	161
Assistant Director	21.3	132	21.7	107	21.5	239
Head, Branch	19.2	357	19.2	195	19.2	552
Functional Specialist	12.3	422	12.7	362	12.5	784
Subject Specialist	16.6	404	18.4	364	17.4	768
Dept. Head: Acquisitions	19.0	76	21.1	31	19.6	107
Reference	19.0	86	16.9	44	18.3	130
Cataloging	18.6	121	21.2	45	19.3	166
Serials	19.0	22	19.1	18	19.0	40
Documents / Maps	20.9	55	18.1	45	19.6	100
Circulation	15.1	75	15.3	23	15.1	98
Rare Books / Manuscripts	20.5	40	21.4	59	21.1	99
Computer Systems	16.1	33	16.1	42	16.1	75
Other	17.0	404	17.5	226	17.2	630
Public Services	12.5	155	12.7	63	12.5	218
Technical Services	15.9	123	13.5	39	15.3	162
Administrative Services	13.4	82	16.9	30	14.3	112
Reference	13.6	1,008	14.1	424	13.7	1,432
Cataloger	15.9	660	14.8	294	15.6	954
All Positions	**16.0**	**4,375**	**16.8**	**2,553**	**16.3**	**6,928**

See Tables 34 and 41 for salaries in medical and law libraries.

TABLE 18: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF MINORITY U.S. ARL UNIVERSITY LIBRARIANS
BY POSITION AND SEX, FISCAL YEAR 1995-96

Position	Women		Men		Total	
	Years	No.	Years	No.	Years	No.
Director	29.0	1	30.0	3	29.8	4
Associate Director	19.0	1	22.0	3	21.2	4
Assistant Director	21.9	15	17.2	4	20.9	19
Head, Branch	21.8	42	22.9	16	22.1	58
Functional Specialist	13.4	46	11.3	23	12.7	69
Subject Specialist	14.3	64	20.1	41	16.5	105
Dept. Head: Acquisitions	19.8	5	26.0	1	20.8	6
Reference	17.0	6	15.0	1	16.7	7
Cataloging	20.3	7	21.2	4	20.6	11
Serials	18.0	2	N/A	0	18.0	2
Documents / Maps	16.0	6	N/A	0	16.0	6
Circulation	14.0	10	15.0	1	14.1	11
Rare Books / Manuscripts	N/A	0	18.5	2	18.5	2
Computer Systems	11.5	2	14.0	1	12.3	3
Other	17.2	30	18.1	17	17.5	47
Public Services	7.9	21	9.2	6	8.1	27
Technical Services	15.1	12	21.7	3	16.4	15
Administrative Services	17.2	5	6.5	4	12.4	9
Reference	11.9	129	8.1	31	11.2	160
Cataloger	16.3	119	17.9	39	16.7	158
All Positions	**15.1**	**523**	**16.4**	**200**	**15.4**	**723**

N/A - No positions were reported in this category.

TABLE 19: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS
BY YEARS OF EXPERIENCE, FISCAL YEAR 1995-96

	Women		Men		Total		% of
Experience	Salary	No.	Salary	No.	Salary	No.	Total
0 - 3 years	$30,629	430	$31,140	226	$30,805	656	9.5
4 - 7 years	35,031	572	36,060	332	35,409	904	13.0
8 - 11 years	38,251	598	40,298	326	38,973	924	13.3
12 - 15 years	43,066	552	46,056	256	44,013	808	11.7
16 - 19 years	46,983	585	49,873	352	48,068	937	13.5
20 - 23 years	49,840	608	52,680	387	50,945	995	14.4
24 - 27 years	52,913	505	54,695	304	53,583	809	11.7
28 - 31 years	52,216	308	57,491	220	54,414	528	7.6
32 - 35 years	52,707	144	63,508	89	56,833	233	3.4
over 35 years	50,205	73	67,747	61	58,190	134	1.9
All Positions	**$43,817**	**4,375**	**$47,372**	**2,553**	**$45,127**	**6,928**	**100.0**

Canadian salaries expressed in U.S. dollars; see Table 28 for salaries in Canadian dollars.

TABLE 20: NUMBER AND AVERAGE SALARIES OF MINORITY U.S. ARL UNIVERSITY LIBRARIANS
BY YEARS OF EXPERIENCE, FISCAL YEAR 1995-96

	Women		Men		Total		% of
Experience	Salary	No.	Salary	No.	Salary	No.	Total
0 - 3 years	$31,014	69	$30,181	24	$30,799	93	12.9
4 - 7 years	35,331	85	36,831	28	35,703	113	15.6
8 - 11 years	37,703	82	42,770	28	38,993	110	15.2
12 - 15 years	42,087	52	47,874	19	43,636	71	9.8
16 - 19 years	45,074	42	45,984	19	45,357	61	8.4
20 - 23 years	48,921	60	50,034	21	49,210	81	11.2
24 - 27 years	49,033	63	53,496	27	50,372	90	12.4
28 - 31 years	51,179	45	54,974	16	52,175	61	8.4
32 - 35 years	47,048	16	65,764	13	55,438	29	4.0
over 35 years	50,863	9	63,375	5	55,332	14	1.9
All Positions	**$41,787**	**523**	**$46,415**	**200**	**$43,067**	**723**	**100.0**

Excludes all Canadian libraries.

TABLE 21: AVERAGE SALARY FOR SELECTED POSITIONS
BY YEARS OF EXPERIENCE, FISCAL YEAR 1995-96

Position	Years of Experience									
	0 - 3 years	4 - 7 years	8 - 11 years	12 - 15 years	16 - 19 years	20 - 23 years	24 - 27 years	28 - 31 years	32 - 35 years	over 35 years
Director	N/A	N/A	N/A	*	$107,616	$115,578	$107,462	$104,333	$114,022	$120,629
Associate Director	N/A	*	*	$72,471	72,469	75,800	73,827	73,744	72,226	73,154
Assistant Director	*	$51,011	$55,009	63,479	63,565	67,097	66,313	68,294	72,702	74,559
Head, Branch	$32,854	38,215	41,183	46,149	49,873	52,733	54,928	58,135	59,405	54,682
Functional Specialist	31,274	36,292	38,426	43,276	46,282	45,883	48,079	47,611	49,869	49,386
Subject Specialist	33,423	35,423	41,413	43,679	47,028	47,351	51,698	51,961	53,574	57,185
Dept. Head: Acquisitions	*	40,356	41,303	46,990	45,971	49,465	52,043	53,489	54,701	*
Reference	*	44,521	43,440	47,426	49,943	52,047	47,928	54,717	*	*
Cataloging	36,145	37,901	43,794	44,040	49,637	50,443	52,066	49,673	61,520	56,697
Serials	33,551	36,556	*	*	46,897	47,109	55,558	*	*	N/A
Documents / Maps	N/A	34,866	39,047	47,344	46,821	47,270	50,880	49,638	49,371	*
Circulation	33,129	38,115	43,300	45,055	43,756	48,204	54,651	*	*	*
Rare Books / Manuscripts	*	39,698	44,458	48,347	56,674	53,442	57,750	51,617	60,643	66,558
Computer Systems	*	49,284	47,749	50,943	55,868	60,720	57,925	*	*	N/A
Other	32,505	39,763	41,155	45,542	47,900	50,170	54,668	53,760	56,229	62,115
Public Services	28,347	32,274	34,644	40,780	38,327	43,013	44,646	45,384	*	*
Technical Services	30,571	34,670	37,255	43,378	39,901	44,246	42,590	48,058	51,223	42,808
Administrative Services	35,536	35,725	36,458	43,841	44,800	54,033	49,989	51,792	68,874	*
Reference	29,406	32,812	36,456	39,900	41,939	44,150	43,623	46,320	41,039	47,059
Cataloger	29,563	34,076	36,729	39,564	40,337	42,059	43,020	45,919	41,872	43,642
All Positions: Average Salary	**$30,805**	**$35,409**	**$38,973**	**$44,013**	**$48,068**	**$50,945**	**$53,583**	**$54,414**	**$56,833**	**$5[illegible]**
No. of positions	**656**	**904**	**924**	**808**	**937**	**995**	**809**	**528**	**233**	**134**

Experience reflects total professional experience.
Canadian salaries expressed in U.S. dollars.
Excludes staff in law and medical libraries.
N/A - No positions reported in this category.
* - Salary data are not published when fewer than four individuals are involved.

TABLE 22: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS
BY TYPE OF INSTITUTION, FISCAL YEAR 1995-96

Position		Canadian (13)		Private (30)		Public (65)		Total (108)	
		Salary	No.	Salary	No.	Salary	No.	Salary	No.
Director		$78,277	12	$130,323	27	$106,307	62	$109,397	101
Associate Director		62,637	18	81,534	47	72,179	96	73,843	161
Assistant Director		53,478	22	71,414	89	63,070	128	65,294	239
Head, Branch		48,334	47	51,841	175	48,787	330	49,716	552
Functional Specialist		40,108	73	41,446	270	39,545	441	40,252	784
Subject Specialist		45,579	56	46,114	295	44,629	417	45,269	768
Dept. Head:	Acquisitions	46,913	11	48,992	32	48,722	64	48,617	107
	Reference	44,800	10	49,609	44	49,904	76	49,412	130
	Cataloging	45,634	16	50,764	68	47,147	82	48,483	166
	Serials	*	2	49,185	15	47,015	23	47,742	40
	Documents / Maps	45,044	11	44,301	25	47,385	64	46,356	100
	Circulation	44,290	9	43,829	34	44,190	55	44,074	98
	Rare Books / Manuscripts	46,196	11	56,992	31	52,572	57	53,247	99
	Computer Systems	53,595	8	54,886	27	54,135	40	54,348	75
	Other	47,359	65	48,517	228	46,276	337	47,199	630
Reference:	Over 14 years experience	43,995	101	42,308	159	43,675	371	43,382	631
	10 to 14 years experience	39,296	26	38,161	63	38,843	140	38,707	229
	5 to 9 years experience	32,546	30	35,379	97	34,141	178	34,378	305
	Under 5 years experience	29,508	28	31,906	59	28,951	180	29,662	267
Cataloging:	Over 14 years experience	45,181	64	42,880	170	41,894	231	42,707	465
	10 to 14 years experience	39,063	12	39,214	72	37,197	70	38,285	154
	5 to 9 years experience	34,857	12	35,257	74	34,827	114	34,988	200
	Under 5 years experience	*	2	31,558	68	28,231	65	29,927	135
Other:	Over 14 years experience	46,295	30	44,808	51	44,966	126	45,120	207
	10 to 14 years experience	46,210	6	39,420	32	40,837	45	40,679	83
	5 to 9 years experience	35,301	9	34,271	38	33,350	55	33,865	102
	Under 5 years experience	31,277	4	33,601	23	30,226	73	31,044	100
All Positions		**$44,466**	**695**	**$46,414**	**2,313**	**$44,485**	**3,920**	**$45,127**	**6,928**

( ) Indicates the number of ARL libraries in each category.
Canadian salaries expressed in U.S. dollars. For average Canadian salaries (expressed in U.S. dollars) refer to Table 24; Table 26 shows Canadian salaries in Canadian dollars.
* - Salary data are not published when fewer than four individuals are involved.

TABLE 23: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS
BY SIZE OF PROFESSIONAL STAFF, FISCAL YEAR 1995-96

Position		Staff Over 120* (6)		Staff 75-120 (23)		Staff 50-74 (33)		Staff 25-49 (46)	
		Salary	No.	Salary	No.	Salary	No.	Salary	No.
Director		$130,543	6	$121,696	21	$112,142	31	$98,460	43
Associate Director		77,672	22	79,093	43	72,190	42	69,388	54
Assistant Director		70,814	19	72,991	67	64,203	75	58,387	78
Head, Branch		52,869	107	53,482	176	47,674	133	44,362	136
Functional Specialist		42,819	139	42,032	224	38,932	251	37,758	170
Subject Specialist		48,581	125	47,165	299	42,465	246	42,295	98
Dept. Head:	Acquisitions	62,778	6	49,398	19	47,187	40	47,603	42
	Reference	50,684	16	53,686	29	48,334	38	47,213	47
	Cataloging	56,294	24	50,318	43	45,864	46	45,729	53
	Serials	60,443	2	52,239	12	45,592	8	44,289	18
	Documents / Maps	51,862	6	47,201	32	45,443	25	45,350	37
	Circulation	44,747	13	48,133	23	43,392	23	41,858	39
	Rare Books / Manuscripts	61,765	11	59,683	23	49,793	30	49,303	35
	Computer Systems	70,112	6	59,144	16	51,636	24	50,684	29
	Other	49,156	81	50,993	215	44,947	187	43,435	147
Reference:	Over 14 years experience	45,952	66	44,290	209	43,021	142	41,942	214
	10 to 14 years experience	45,531	22	41,136	63	36,355	65	36,804	79
	5 to 9 years experience	37,235	30	35,029	92	34,889	80	32,566	103
	Under 5 years experience	33,062	23	30,679	70	28,692	87	28,915	87
Cataloging:	Over 14 years experience	48,092	51	43,533	166	41,174	135	40,893	113
	10 to 14 years experience	39,950	34	40,134	56	35,812	34	35,750	30
	5 to 9 years experience	37,914	32	36,632	76	32,540	47	32,688	45
	Under 5 years experience	32,814	22	30,530	30	29,129	45	28,723	38
Other:	Over 14 years experience	46,437	31	45,040	67	45,998	61	43,265	48
	10 to 14 years experience	44,730	14	40,532	29	39,491	25	39,164	15
	5 to 9 years experience	35,572	20	33,664	31	34,560	29	31,680	22
	Under 5 years experience	34,176	17	31,771	27	27,801	32	32,333	24
All Positions		**$47,798**	**945**	**$47,011**	**2,158**	**$43,621**	**1,981**	**$43,171**	**1,844**

* - In previous years, the first column of this table reported staff over 124, instead of 120.
( ) Indicates the number of ARL libraries in each category.
No ARL library has fewer than 25 staff members.
Canadian salaries expressed in U.S. dollars. For average Canadian salaries (expressed in U.S. dollars) refer to Table 24; Table 26 shows Canadian salaries in Canadian dollars.

TABLE 24: AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS BY REGION, FISCAL YEAR 1995-96

		Northeast		North Central			South		West		Canada	Total
Position		New England (8)	Middle Atlantic (14)	East N.Central (16)	West N.Central (7)	South Atlantic (17)	East S.Central (5)	West S.Central (8)	Mountain (7)	Pacific (13)	(13)	(108)
Director		$118,632	$129,015	$117,267	$115,251	$112,497	$101,227	$98,199	$100,325	$110,876	$78,277	$109,397
Associate Director		80,326	89,135	71,316	76,848	69,319	65,459	67,750	67,705	78,732	62,637	73,843
Assistant Director		82,165	69,680	67,098	66,809	62,448	56,165	57,128	60,844	72,068	53,478	65,294
Head, Branch		55,040	54,263	47,779	44,198	44,416	44,919	43,057	50,422	54,199	48,334	49,716
Functional Specialist		43,209	40,678	38,003	38,349	39,637	35,695	33,540	39,234	46,267	40,108	40,252
Subject Specialist		49,177	47,176	43,559	42,007	39,206	35,344	35,909	42,460	52,673	45,579	45,268
Dept. Head:	Acquisitions	56,955	47,888	49,859	46,317	47,778	47,906	42,209	47,906	50,999	46,913	48,617
	Reference	53,055	51,755	50,266	49,004	46,700	48,306	46,294	46,487	54,854	44,800	49,412
	Cataloging	55,628	47,460	47,729	48,178	48,102	47,438	40,859	43,793	55,000	45,634	48,483
	Serials	51,374	52,380	*	*	45,458	*	38,483	40,257	50,826	*	47,742
	Documents/Maps	54,605	50,855	43,662	48,846	42,088	39,939	36,836	45,847	54,837	45,044	46,356
	Circulation	45,174	44,917	44,700	46,903	42,211	38,909	39,126	41,427	51,337	44,290	44,074
	Rare Books/Manuscripts	62,371	57,461	51,738	49,102	49,783	47,973	43,932	50,236	61,462	46,196	53,247
	Computer Systems	63,582	56,511	63,900	55,503	47,175	49,618	45,567	49,137	56,149	53,595	54,348
	Other	52,063	48,055	46,982	46,068	44,186	42,283	40,473	46,941	52,610	47,359	47,199
Reference:	Over 14 years experience	47,422	45,899	40,473	39,474	38,877	40,613	35,976	40,386	49,913	43,995	43,382
	10 to 14 years experience	40,810	40,979	37,114	33,945	34,872	35,154	43,893	35,205	46,319	39,296	38,707
	5 to 9 years experience	39,629	35,433	33,504	30,997	33,392	30,920	30,192	32,065	38,476	32,546	34,378
	Under 5 years experience	33,151	31,108	29,770	29,080	29,923	27,027	26,680	29,364	29,861	29,508	29,662
Cataloging:	Over 14 years experience	46,661	43,102	39,761	40,673	37,515	40,038	33,083	39,867	50,240	45,181	42,707
	10 to 14 years experience	42,266	39,317	33,948	36,059	34,937	34,709	31,088	34,914	44,184	39,063	38,285
	5 to 9 years experience	38,550	36,795	34,593	30,195	32,750	30,951	28,200	31,719	40,526	34,857	34,988
	Under 5 years experience	33,347	30,808	30,566	27,814	29,172	26,188	27,970	29,209	30,651	*	29,927
Other:	Over 14 years experience	50,489	45,220	46,899	49,248	40,319	43,512	39,528	38,137	49,968	46,295	45,120
	10 to 14 years experience	43,101	40,925	40,078	*	37,614	37,481	39,223	*	45,230	46,210	40,679
	5 to 9 years experience	36,804	34,566	35,150	*	33,377	32,873	30,957	29,679	35,631	35,301	33,865
	Under 5 years experience	35,808	31,730	29,027	28,192	27,363	*	33,419	32,813	35,411	31,277	31,044
All Positions:	**Average Salary**	**$49,222**	**$47,456**	**$44,139**	**$42,941**	**$42,027**	**$40,356**	**$39,051**	**$41,946**	**$50,897**	**$44,466**	**$45,127**
	No. of Staff	**746**	**1,037**	**1,083**	**406**	**970**	**268**	**417**	**421**	**885**	**695**	**6,928**

42

( ) Indicates number of ARL libraries included.
Canadian salaries expressed in U.S. dollars.
* - Salary data are not published when fewer than four individuals are involved.

43

Region	No. of Libs.	ARL University Libraries Included	States/Provinces Included
Northeast			
1. New England	(8)	Boston; Brown; Connecticut; Dartmouth; Harvard; Massachusetts Institute of Technology; Massachusetts; Yale	Conn.; Mass.; Me.; N.H.; R.I.; Vt.
2. Middle Atlantic	(14)	Columbia; Cornell; New York; Pennsylvania; Pennsylvania State; Pittsburgh; Princeton; Rochester; Rutgers; State University of New York: Albany, Buffalo, Stony Brook; Syracuse; Temple	N.J.; N.Y.; Pa.
North Central			
3. East North Central	(16)	Case Western Reserve; Chicago; Cincinnati; Illinois, Chicago; Illinois, Urbana; Indiana; Kent State; Michigan; Michigan State; Notre Dame; Northwestern; Ohio State; Purdue; Southern Illinois; Wayne State; Wisconsin	Ill.; Ind.; Mich.; Ohio; Wis.
4. West North Central	(7)	Iowa; Iowa State; Kansas; Minnesota; Missouri; Nebraska; Washington University	Iowa; Kan.; Minn.; Mo.; Neb.; N. Dak.; S. Dak.
South			
5. South Atlantic	(17)	Delaware; Duke; Emory; Florida; Florida State; Georgia; Georgia Tech.; Georgetown; Howard; Johns Hopkins; Maryland; Miami; North Carolina; North Carolina State; South Carolina; Virginia; Virginia Tech	Del.; D.C.; Fla.; Ga.; Md.; N.C.; S.C.; Va.; W. Va.
6. East South Central	(5)	Alabama; Auburn; Kentucky; Tennessee; Vanderbilt	Ala.; Ky.; Miss.; Tenn.
7. West South Central	(8)	Houston; Louisiana State; Oklahoma; Oklahoma State; Rice; Texas; Texas A&M; Tulane	Ark.; La.; Okla.; Tex.
West			
8. Mountain	(7)	Arizona; Arizona State; Brigham Young; Colorado; Colorado State; New Mexico; Utah	Ariz.; Colo.; Idaho; Mont.; Nev.; N. Mex.; Utah; Wyo.
9. Pacific	(13)	University of California: Berkeley, Davis, Irvine, Los Angeles, Riverside, San Diego, Santa Barbara; Hawaii; Oregon; Southern California; Stanford; Washington; Washington State	Alaska; Calif.; Hawaii; Ore.; Wash.
Canada	(13)	Alberta; British Columbia; Guelph; Laval; McGill; McMaster; Manitoba; Queen's; Saskatchewan; Toronto; Waterloo; Western Ontario; York	Alta.; B.C.; Man.; N. Br.; Newf.; N.S.; Ont.; P.E.I.; Que.; Sask.

Regions are based on the classification used by the U. S. Bureau of the Census in tabulations of the Current Population Survey.

CANADIAN ARL UNIVERSITY LIBRARIES

Tables 25-28

TABLE 25: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE IN CANADIAN ARL UNIVERSITY LIBRARIES

Institution	Filled Pos.	Average Salaries		Median Salaries		Beginning Salaries		Average Yrs. Exp.
	FY 1996	FY 1995	FY 1996	FY 1995	FY 1996	FY 1995	FY 1996	FY 1996
Alberta	63	$56,911	$57,790	$55,526	$55,526	$33,144	$33,144	17.8
British Columbia	77	61,446	63,866	59,851	61,203	34,387	34,387	20.1
Guelph	25	58,428	60,836	63,018	63,020	32,270	32,270	18.5
Laval	70	58,770	58,666	58,768	58,768	33,690	33,690	20.3
McGill	63	58,142	58,838	56,937	57,588	32,300	32,300	17.2
McMaster *	26	57,033	57,818	55,949	56,873	32,766	32,766	19.0
Manitoba	45	56,036	56,795	56,479	58,049	27,448	27,448	18.7
Queen's	36	50,632	49,682	48,499	48,500	30,945	30,945	15.2
Saskatchewan	29	54,590	58,239	55,121	59,466	28,936	29,884	19.3
Toronto	142	61,925	69,391	66,091	67,909	31,500	33,100	17.2
Waterloo	42	54,456	55,220	53,401	54,874	32,379	31,905	18.3
Western Ontario *	36	55,073	54,600	56,335	56,467	37,690	37,690	18.7
York	41	61,097	60,160	65,446	65,156	36,990	36,990	19.4

Salaries expressed in Canadian dollars.
Directors are included in figures for average years of experience and filled positions, but not in either the average or median salary statistics.
See Tables 29 and 36 for statistics related to medical and law library salaries.
* - See Footnotes.

TABLE 26: NUMBER AND AVERAGE SALARIES OF CANADIAN ARL UNIVERSITY LIBRARIANS
BY POSITION AND SEX, FISCAL YEAR 1995-96

Position		Women		Men		Total	
		Salary	No.	Salary	No.	Salary	No.
Director		$110,668	5	$106,051	7	$107,975	12
Associate Director		87,228	9	85,574	9	86,401	18
Assistant Director		74,708	14	72,122	8	73,768	22
Head, Branch		66,331	30	67,274	17	66,672	47
Functional Specialist		52,935	37	57,781	36	55,325	73
Subject Specialist		61,867	30	64,030	26	62,871	56
Dept. Head:	Acquisitions	63,919	7	66,099	4	64,712	11
	Reference	*	7	*	3	61,798	10
	Cataloging	60,993	11	67,249	5	62,948	16
	Serials	*	2	N/A	0	*	2
	Documents / Maps	64,814	6	58,919	5	62,134	11
	Circulation	*	8	*	1	61,094	9
	Rare Books / Manuscripts	*	3	*	8	63,723	11
	Computer Systems	N/A	0	73,929	8	73,929	8
	Other	66,834	52	59,300	13	65,327	65
Reference:	Over 14 years experience	61,423	71	58,943	30	60,687	101
	10 to 14 years experience	54,870	22	50,542	4	54,205	26
	5 to 9 years experience	44,349	25	47,621	5	44,894	30
	Under 5 years experience	40,882	23	39,881	5	40,703	28
Cataloging:	Over 14 years experience	63,007	39	61,255	25	62,322	64
	10 to 14 years experience	53,158	8	55,336	4	53,884	12
	5 to 9 years experience	*	9	*	3	48,082	12
	Under 5 years experience	N/A	0	*	2	*	2
Other:	Over 14 years experience	64,595	20	62,387	10	63,859	30
	10 to 14 years experience	*	5	*	1	63,743	6
	5 to 9 years experience	*	8	*	1	48,695	9
	Under 5 years experience	*	3	*	1	43,144	4
All Positions		**$60,517**	**454**	**$62,881**	**241**	**$61,336**	**695**

Excludes Canadian medical and law libraries.
Salaries expressed in Canadian dollars.
* - Salary data are not published when fewer than four individuals are involved.
N/A - No positions were reported in this category.

TABLE 27: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF CANADIAN ARL UNIVERSITY LIBRARIANS
BY POSITION AND SEX, FISCAL YEAR 1995-96

Position	Women		Men		Total	
	Years	No.	Years	No.	Years	No.
Director	26.2	5	23.6	7	24.7	12
Associate Director	23.2	9	26.6	9	24.9	18
Assistant Director	23.8	14	25.9	8	24.5	22
Head, Branch	20.2	30	21.0	17	20.5	47
Functional Specialist	12.9	37	16.6	36	14.8	73
Subject Specialist	17.6	30	23.8	26	20.5	56
Dept. Head: Acquisitions	19.9	7	22.8	4	20.9	11
Reference	17.1	7	19.0	3	17.7	10
Cataloging	18.5	11	25.0	5	20.6	16
Serials	22.5	2	N/A	0	22.5	2
Documents / Maps	26.2	6	23.0	5	24.7	11
Circulation	15.8	8	10.0	1	15.1	9
Rare Books / Manuscripts	20.3	3	20.9	8	20.7	11
Computer Systems	N/A	0	18.5	8	18.5	8
Other	17.6	52	18.2	13	17.7	65
Public Services	15.5	20	17.1	8	15.9	28
Technical Services	18.1	12	21.2	4	18.9	16
Administrations	19.8	4	24.0	1	20.6	5
Reference	15.1	141	18.6	44	15.9	185
Cataloger	19.6	56	19.9	34	19.7	90
All Positions	**17.4**	**454**	**20.2**	**241**	**18.4**	**695**

Excludes Canadian medical and law libraries.
N/A - No positions were reported in this category.

TABLE 28: NUMBER AND AVERAGE SALARIES OF CANADIAN ARL UNIVERSITY LIBRARIANS
BY YEARS OF EXPERIENCE, FISCAL YEAR 1995-96

	Women		Men		Total		% of
Experience	Salary	No.	Salary	No.	Salary	No.	Total
0 - 3 years	$44,971	28	$40,787	10	$43,870	38	5.5
4 - 7 years	49,154	53	45,393	16	48,281	69	9.9
8 - 11 years	53,136	59	59,087	17	54,467	76	10.9
12 - 15 years	59,865	47	61,632	18	60,354	65	9.4
16 - 19 years	62,836	72	62,315	35	62,665	107	15.4
20 - 23 years	62,295	61	65,070	44	63,458	105	15.1
24 - 27 years	65,116	63	68,044	52	66,440	115	16.5
28 - 31 years	73,724	47	66,789	36	70,716	83	11.9
32 - 35 years	73,691	21	69,844	10	72,450	31	4.5
over 35 years	*	3	*	3	73,933	6	0.9
All Positions	**$60,517**	**454**	**$62,881**	**241**	**$61,336**	**695**	**100.0**

Excludes Canadian medical and law libraries.
Salaries expressed in Canadian dollars.
* - Salary data are not published when fewer than four individuals are involved.

ARL UNIVERSITY MEDICAL LIBRARIES

Tables 29-35

TABLE 29: FILLED POSITIONS; AVERAGE, MEDIAN, BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF EXPERIENCE

ARL UNIVERSITY MEDICAL LIBRARIES, FISCAL YEAR 1995-96

Institution	Filled Positions	Average Salary	Median Salary	Beginning Salary	Average Yrs. Exp.
Alabama	3	*	*	$23,100	11.3
Alberta (D)	7	$38,145	$37,349	24,028	13.7
Arizona	15	40,543	40,515	28,000	16.5
Boston University	7	43,488	42,224	26,150	12.3
British Columbia (D)	13	44,447	43,846	24,929	20.5
California, Davis	10	47,281	46,926	29,532	12.4
California, Irvine	3	*	*	29,532	16.3
California, Los Angeles	16	55,216	61,092	29,532	19.1
California, San Diego	7	51,614	45,312	29,532	14.1
Case Western Reserve	14	40,244	40,148	23,961	19.3
Cincinnati	17	37,397	37,364	22,807	13.4
Columbia	10	40,516	40,200	32,500	10.8
Connecticut	17	44,249	43,042	31,273	9.9
Dartmouth	10	37,673	37,445	27,205	10.6
Duke	16	38,964	36,775	28,950	14.6
Emory	15	39,452	38,928	27,000	14.0
Florida	21	33,452	34,661	26,000	14.2
Georgetown	13	39,252	35,078	28,500	11.9
Harvard	24	48,913	44,805	32,000	13.9
Illinois, Chicago	28	39,027	34,278	27,500	12.0
Iowa	9	35,842	37,710	27,668	17.4
Johns Hopkins **	22	45,363	43,419	34,074	11.7
Kansas **	16	36,214	34,168	30,000	11.1
Kentucky	12	41,830	42,022	26,000	15.2
Louisiana State	4	*	*	26,000	7.5
McGill (D)	9	40,775	37,508	23,416	18.3
McMaster (D)	7	41,146	40,314	23,754	16.9
Manitoba (D)	4	*	*	19,899	8.0
Miami	9	43,750	41,864	28,000	25.7
Michigan	12	37,111	35,308	28,000	12.3
Minnesota	12	41,673	37,406	26,000	17.9
Missouri	7	36,199	33,147	24,300	19.3
Nebraska	11	38,755	39,701	22,500	13.3
New Mexico **	18	38,988	39,106	31,200	**
New York University	13	50,780	51,626	35,000	13.2
North Carolina	26	38,021	36,639	27,000	12.6
Northwestern	12	$37,273	$33,293	$26,400	12.3

D - Canadian salaries expressed in U.S. dollars.
Directors are included in figures for average years of experience and filled positions, but not in either the average or median salary statistic.
* - Salary data are not published when fewer than four individuals are involved.
** - See Footnotes.

BEST COPY AVAILABLE

TABLE 29: FILLED POSITIONS; AVERAGE, MEDIAN, BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF EXPERIENCE

ARL UNIVERSITY MEDICAL LIBRARIES, FISCAL YEAR 1995-96

Institution	Filled Positions	Average Salary	Median Salary	Beginning Salary	Average Yrs. Exp.
Ohio State	11	35,130	33,648	26,508	9.5
Oklahoma	8	30,158	31,161	21,000	7.9
Oklahoma State	3	*	*	24,500	12.3
Pennsylvania	13	41,451	41,025	28,000	11.1
Pennsylvania State	5	41,508	40,980	30,500	16.8
Queen's (D)	6	31,664	34,366	22,434	15.8
Rochester **	13	36,042	34,506	30,000	13.8
Saskatchewan (D)	2	*	*	21,635	13.5
South Carolina	5	35,722	35,154	26,500	15.8
Southern Illinois	5	42,593	41,052	28,000	12.0
Stanford	12	47,272	44,133	35,300	16.8
SUNY Buffalo	16	39,495	38,943	25,614	14.7
Temple	11	39,230	36,235	27,000	15.3
Toronto (D)	11	47,411	48,815	23,996	16.7
Tulane	7	35,033	33,200	26,000	22.4
Utah	10	34,919	34,504	25,000	13.5
Vanderbilt	14	42,204	40,000	27,000	10.1
Virginia	16	38,127	37,400	28,000	13.4
Washington	19	39,345	37,896	27,000	14.7
Washington University	16	40,225	36,500	25,000	16.6
Wayne State	4	*	*	32,000	16.5
Western Ontario (D)	6	34,396	34,708	27,323	13.7
Wisconsin	17	38,374	36,903	27,125	15.9
Yale	12	41,932	41,568	32,100	11.6

D - Canadian salaries expressed in U.S. dollars.
Directors are included in figures for average years of experience and filled positions, but not in either the average or median salary statistic.
* - Salary data are not published when fewer than four individuals are involved.
** - See Footnotes.

BEST COPY AVAILABLE

TABLE 30: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY MEDICAL LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1995-96

Rank	Institution	Salary	Rank	Institution	Salary
1	Stanford	$35,300	31	North Carolina	$27,000
2	New York University	35,000	31	Temple	27,000
3	Johns Hopkins	34,074	31	Vanderbilt	27,000
4	Howard	33,688	31	Washington	27,000
5	Columbia	32,500	36	Ohio State	26,508
6	Yale	32,100	37	South Carolina	26,500
7	Harvard	32,000	38	Northwestern	26,400
7	Wayne State	32,000	39	Boston University	26,150
9	Connecticut	31,273	40	Florida	26,000
10	New Mexico	31,200	40	Kentucky	26,000
11	Pennsylvania State	30,500	40	Minnesota	26,000
12	Kansas	30,000	40	Tulane	26,000
12	Rochester	30,000	44	SUNY Buffalo	25,614
14	California, Davis	29,532	45	Utah	25,000
14	California, Irvine	29,532	45	Washington University	25,000
14	California, Los Angeles	29,532	47	British Columbia	24,929
14	California, San Diego	29,532	48	Oklahoma State	24,500
18	Duke	28,950	49	Missouri	24,300
19	Georgetown	28,500	50	Alberta	24,028
19	Arizona	28,000	51	Toronto	23,996
19	Miami	28,000	52	Case Western Reserve	23,961
19	Michigan	28,000	53	McMaster	23,754
19	Pennsylvania	28,000	54	McGill	23,416
19	Southern Illinois	28,000	55	Alabama	23,100
19	Virginia	28,000	56	Cincinnati	22,807
26	Iowa	27,668	57	Nebraska	22,500
27	Illinois, Chicago	27,500	58	Queen's	22,434
28	Western Ontario	27,323	59	Saskatchewan	21,635
29	Dartmouth	27,205	60	Oklahoma	21,000
30	Wisconsin	27,125	61	Manitoba	19,899
31	Emory	27,000			

Canadian salaries expressed in U.S. dollars
Beginning salary figures represent officially designated base, not necessarily salaries of actual incumbents.

TABLE 31: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY MEDICAL LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1995-96

Rank	Institution	Salary	Rank	Institution	Salary
1	California, Los Angeles	$61,092	28	Iowa	$37,710
2	New York University	51,626	29	McGill	37,508
3	Toronto	48,815	30	Dartmouth	37,445
4	California, Davis	46,926	31	Minnesota	37,406
5	California, San Diego	45,312	32	Virginia	37,400
6	Harvard	44,805	33	Cincinnati	37,364
7	Stanford	44,133	34	Alberta	37,349
8	British Columbia	43,846	35	Wisconsin	36,903
9	Johns Hopkins	43,419	36	Duke	36,775
10	Connecticut	43,042	37	North Carolina	36,639
11	Boston University	42,224	38	Washington University	36,500
12	Kentucky	42,022	39	Temple	36,235
13	Miami	41,864	40	Michigan	35,308
14	Yale	41,568	41	South Carolina	35,154
15	Southern Illinois	41,052	42	Georgetown	35,078
16	Pennsylvania	41,025	43	Western Ontario	34,708
17	Pennsylvania State	40,980	44	Florida	34,661
18	Arizona	40,515	45	Rochester	34,506
19	McMaster	40,314	46	Utah	34,504
20	Columbia	40,200	47	Queen's	34,366
21	Case Western Reserve	40,148	48	Illinois, Chicago	34,278
22	Vanderbilt	40,000	49	Kansas	34,168
23	Nebraska	39,701	50	Ohio State	33,648
24	New Mexico	39,106	51	Northwestern	33,293
25	SUNY Buffalo	38,943	52	Tulane	33,200
26	Emory	38,928	53	Missouri	33,147
27	Washington	37,896	54	Oklahoma	31,161

Canadian salaries expressed in U.S. dollars.
Salaries of directors are not included in the calculation of medians.
Alabama, California, Irvine, Louisiana State, Manitoba, Oklahoma State, Saskatchewan, and Wayne State are not ranked because they reported fewer than four individuals.

TABLE 32: AVERAGE PROFESSIONAL SALARIES IN ARL UNIVERSITY MEDICAL LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1995-96

Rank	Institution	Salary	Rank	Institution	Salary
1	California, Los Angeles	$55,216	28	Washington	$39,345
2	California, San Diego	51,614	29	Georgetown	39,252
3	New York University	50,780	30	Temple	39,230
4	Harvard	48,913	31	Illinois, Chicago	39,027
5	Toronto	47,411	32	New Mexico	38,988
6	California, Davis	47,281	33	Duke	38,964
7	Stanford	47,272	34	Nebraska	38,755
8	Johns Hopkins	45,363	35	Wisconsin	38,374
9	British Columbia	44,447	36	Alberta	38,145
10	Connecticut	44,249	37	Virginia	38,127
11	Miami	43,750	38	North Carolina	38,021
12	Boston University	43,488	39	Dartmouth	37,673
13	Southern Illinois	42,593	40	Cincinnati	37,397
14	Vanderbilt	42,204	41	Northwestern	37,273
15	Yale	41,932	42	Michigan	37,111
16	Kentucky	41,830	43	Kansas	36,214
17	Minnesota	41,673	44	Missouri	36,199
18	Pennsylvania State	41,508	45	Rochester	36,042
19	Pennsylvania	41,451	46	Iowa	35,842
20	McMaster	41,146	47	South Carolina	35,722
21	McGill	40,775	48	Ohio State	35,130
22	Arizona	40,543	49	Tulane	35,033
23	Columbia	40,516	50	Utah	34,919
24	Case Western Reserve	40,244	51	Western Ontario	34,396
25	Washington University	40,225	52	Florida	33,452
26	SUNY Buffalo	39,495	53	Queen's	31,664
27	Emory	39,452	54	Oklahoma	30,158

Canadian salaries expressed in U.S. dollars.
Salaries of directors are not included in the calculation of averages.
Alabama, California, Irvine, Louisiana State, Manitoba, Oklahoma State, Saskatchewan, and Wayne State are not ranked because they reported fewer than four individuals.

TABLE 33: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY MEDICAL LIBRARIANS
BY POSITION AND SEX, FISCAL YEAR 1995-96

Position		Women		Men		Total	
		Salary	No.	Salary	No.	Salary	No.
Head, Medical		$79,936	32	$86,979	23	$82,881	55
Associate Director		58,375	25	61,816	4	58,850	29
Assistant Director		50,192	21	50,711	5	50,292	26
Head, Branch		*	14	*	2	47,532	16
Functional Specialist		37,018	30	38,859	34	37,996	64
Subject Specialist		36,648	21	39,801	7	37,436	28
Dept. Head:	Acquisitions	*	14	*	1	40,343	15
	Reference	42,848	29	46,717	4	43,317	33
	Cataloging	43,936	14	36,051	4	42,184	18
	Serials	38,544	6	N/A	0	38,544	6
	Documents / Maps	*	1	N/A	0	*	1
	Circulation	*	12	*	3	40,144	15
	Rare Books / Manuscripts	39,488	6	49,254	4	43,394	10
	Computer Systems	45,669	8	51,752	7	48,508	15
	Other	46,702	54	42,872	17	45,785	71
Reference:	Over 14 years experience	39,993	54	42,070	15	40,445	69
	10 to 14 years experience	38,016	28	40,323	5	38,365	33
	5 to 9 years experience	33,683	40	35,964	8	34,063	48
	Under 5 years experience	31,565	44	29,400	12	31,101	56
Cataloging:	Over 14 years experience	*	7	*	3	38,457	10
	10 to 14 years experience	*	5	*	1	36,445	6
	5 to 9 years experience	35,870	6	N/A	0	35,870	6
	Under 5 years experience	27,092	5	N/A	0	27,092	5
Other:	Over 14 years experience	43,150	24	38,566	4	42,495	28
	10 to 14 years experience	*	13	*	3	37,131	16
	5 to 9 years experience	*	5	*	3	32,490	8
	Under 5 years experience	*	18	*	3	31,815	21
All Positions		**$42,756**	**536**	**$46,994**	**172**	**$43,786**	**708**

Canadian salaries expressed in U.S. dollars.
* - Salary data are not published when fewer than four individuals are involved.
N/A - No positions were reported in this category.

TABLE 34: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF ARL UNIVERSITY MEDICAL LIBRARIANS
BY POSITION AND SEX, FISCAL YEAR 1995-96

Position	Women		Men		Total	
	Years	No.	Years	No.	Years	No.
Head, Medical	24.0	31	24.4	23	24.1	54
Associate Director	19.7	24	14.5	4	18.9	28
Assistant Director	22.7	19	21.2	5	22.4	24
Head, Branch	18.6	14	29.0	2	19.9	16
Functional Specialist	9.1	30	8.3	32	8.7	62
Subject Specialist	13.7	20	12.2	6	13.3	26
Dept. Head: Acquisitions	14.7	14	N/A	0	14.7	14
Reference	15.7	28	15.3	4	15.7	32
Cataloging	18.0	14	15.8	4	17.5	18
Serials	13.0	6	N/A	0	13.0	6
Documents / Maps	27.0	1	N/A	0	27.0	1
Circulation	14.1	12	11.3	3	13.5	15
Rare Books / Manuscripts	18.8	5	13.8	4	16.6	9
Computer Systems	11.8	8	15.4	7	13.5	15
Other	15.9	52	13.1	15	15.3	67
Public Services	12.3	34	14.0	8	12.6	42
Technical Services	12.6	19	4.7	3	11.5	22
Administrative Services	8.6	7	15.0	2	10.0	9
Reference	11.3	166	11.4	40	11.3	206
Cataloger	11.0	23	16.3	4	11.8	27
All Positions	**14.2**	**527**	**13.9**	**166**	**14.2**	**693**

N/A - No positions were reported in this category.

TABLE 35: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY MEDICAL LIBRARIANS
BY YEARS OF EXPERIENCE, FISCAL YEAR 1995-96

	Women		Men		Total		% of
Experience	Salary	No.	Salary	No.	Salary	No.	Total
0 - 3 years	$31,460	69	$34,112	25	$32,165	94	13.6
4 - 7 years	34,159	82	36,033	24	34,583	106	15.3
8 - 11 years	38,404	66	40,024	23	38,823	89	12.8
12 - 15 years	42,707	72	46,220	25	43,612	97	14.0
16 - 19 years	43,557	84	50,484	24	45,096	108	15.6
20 - 23 years	52,219	64	56,697	15	53,069	79	11.4
24 - 27 years	51,197	57	59,961	16	53,118	73	10.5
28 - 31 years	62,007	22	70,973	8	64,398	30	4.3
32 - 35 years	64,624	5	87,254	4	74,682	9	1.3
over 35 years	*	6	*	2	52,637	8	1.2
All Positions	**$42,670**	**527**	**$47,312**	**166**	**$43,781**	**693**	**100.0**

Canadian salaries expressed in U.S. dollars.
* - Salary data are not published when fewer than four individuals are involved.

ARL UNIVERSITY LAW LIBRARIES

Tables 36-42

TABLE 36: FILLED POSITIONS; AVERAGE, MEDIAN, BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF EXPERIENCE

ARL UNIVERSITY LAW LIBRARIES, FISCAL YEAR 1995-96

Institution	Filled Positions	Average Salary	Median Salary	Beginning Salary	Average Yrs. Exp.
Alabama	8	$33,688	$31,940	$24,500	11.3
Alberta (D)	6	38,073	37,790	24,028	17.8
Arizona	7	44,706	47,606	28,000	21.4
Arizona State	8	47,164	47,025	23,000	21.5
Boston University	10	45,722	38,800	34,000	10.7
British Columbia (D)	3	*	*	24,929	29.0
California, Davis	5	56,112	53,742	29,532	19.0
California, Los Angeles	7	54,012	55,476	29,532	15.3
Case Western Reserve	11	38,329	34,670	23,961	11.3
Cincinnati	7	41,497	45,064	22,807	18.0
Colorado	8	40,611	38,460	30,000	15.5
Columbia	17	48,038	46,893	32,500	9.9
Connecticut	9	46,647	46,637	31,273	9.8
Cornell	7	44,098	39,305	30,600	8.9
Duke	9	47,359	46,934	28,950	14.8
Emory	8	41,815	39,587	27,000	12.6
Florida	10	40,567	37,600	30,000	19.6
Florida State	9	37,187	38,055	25,500	14.1
Georgetown	24	51,695	46,429	32,000	15.6
Georgia	9	40,782	39,295	25,000	17.7
Harvard	38	54,228	55,282	32,000	13.5
Hawaii	5	44,946	45,912	33,312	17.4
Houston **	11	37,039	38,100	26,000	17.2
Howard	8	38,043	38,100	33,688	13.8
Illinois, Urbana	5	36,713	35,636	28,000	12.6
Indiana **	8	42,571	42,709	27,996	12.5
Iowa **	12	48,335	43,600	27,668	14.1
Kansas	6	35,202	35,000	25,000	11.2
Kentucky	5	32,986	34,773	26,000	8.0
Louisiana State	8	34,175	30,224	23,000	17.9
McGill (D)	6	38,273	38,697	23,416	16.7
Manitoba (D)	3	*	*	19,899	11.0
Miami	15	37,380	35,102	28,000	14.2
Michigan **	11	43,986	37,541	30,763	14.3
Minnesota	11	44,011	42,950	26,000	13.8
Missouri **	6	34,779	34,354	**	10.3
Nebraska	5	$38,229	$38,557	$27,000	10.2

D - Canadian salaries expressed in U.S. dollars.
Directors are included in figures for average years of experience and filled positions, but not in either the average or median salary statistic.
* - Salary data are not published when fewer than four individuals are involved.
** - See Footnotes.

BEST COPY AVAILABLE

TABLE 36: FILLED POSITIONS; AVERAGE, MEDIAN, BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF EXPERIENCE

ARL UNIVERSITY LAW LIBRARIES, FISCAL YEAR 1995-96

Institution	Filled Positions	Average Salary	Median Salary	Beginning Salary	Average Yrs. Exp.
New Mexico	4	*	*	30,000	18.0
New York University	16	53,254	50,490	32,000	11.4
North Carolina	9	40,005	35,872	27,500	17.3
Northwestern	10	43,484	39,897	26,400	14.0
Notre Dame **	8	52,986	51,600	**	13.6
Ohio State	8	35,703	34,980	30,000	9.0
Oklahoma	7	32,956	30,940	21,100	8.9
Oregon	5	35,471	32,500	28,000	11.2
Pennsylvania	13	47,561	45,825	28,000	11.7
Queen's (D)	4	*	*	22,434	14.5
Saskatchewan (D)	2	*	*	21,635	17.0
South Carolina	10	35,496	35,190	26,000	12.3
Southern Illinois	7	44,558	46,084	29,500	12.3
Stanford	8	53,503	50,287	35,300	20.6
SUNY Buffalo	9	42,646	43,535	25,614	16.0
Temple	10	35,506	35,152	26,000	12.8
Tennessee	8	50,317	52,527	30,000	16.9
Texas	20	33,180	30,025	24,000	14.3
Toronto (D)	5	40,259	41,565	23,996	10.0
Tulane	10	42,684	40,300	26,000	13.6
Utah	7	37,483	36,950	25,000	11.4
Vanderbilt	9	43,151	38,776	27,000	14.3
Washington	13	41,970	38,508	34,000	14.2
Washington University **	5	35,746	34,611	25,500	11.4
Wayne State	4	*	*	32,000	11.8
Western Ontario (D)	2	*	*	27,323	23.0
Wisconsin	14	36,823	34,454	27,125	14.4
Yale	15	52,546	48,666	32,100	16.6
York (D)	5	42,007	42,262	26,816	25.0

D - Canadian salaries expressed in U.S. dollars.
Directors are included in figures for average years of experience and filled positions, but not in either the average or median salary statistic.
* - Salary data are not published when fewer than four individuals are involved.
** - See Footnotes.

BEST COPY AVAILABLE

TABLE 37: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LAW LIBRARIES
RANK ORDER TABLE, FISCAL YEAR 1995-96

Rank	Institution	Salary	Rank	Institution	Salary
1	Stanford	$35,300	33	Wisconsin	$27,125
2	Boston University	34,000	34	Emory	27,000
2	Washington	34,000	34	Nebraska	27,000
4	Howard	33,688	34	Vanderbilt	27,000
5	Hawaii	33,312	37	York	26,816
6	Columbia	32,500	38	Northwestern	26,400
7	Yale	32,100	39	Houston	26,000
8	Georgetown	32,000	39	Kentucky	26,000
8	Harvard	32,000	39	Minnesota	26,000
8	New York University	32,000	39	South Carolina	26,000
8	Wayne State	32,000	39	Tulane	26,000
12	Connecticut	31,273	44	SUNY Buffalo	25,614
13	Michigan	30,763	45	Florida State	25,500
14	Cornell	30,600	45	Washington University	25,500
15	Colorado	30,000	47	Georgia	25,000
15	Florida	30,000	47	Kansas	25,000
15	New Mexico	30,000	47	Temple	25,000
15	Ohio State	30,000	47	Utah	25,000
15	Tennessee	30,000	51	British Columbia	24,929
20	California, Davis	29,532	52	Alabama	24,500
20	California, Los Angeles	29,532	53	Alberta	24,028
22	Southern Illinois	29,500	54	Texas	24,000
23	Duke	28,950	55	Toronto	23,996
24	Arizona	28,000	56	Case Western Reserve	23,961
24	Illinois, Urbana	28,000	57	McGill	23,416
24	Miami	28,000	58	Arizona State	23,000
24	Oregon	28,000	58	Louisiana State	23,000
24	Pennsylvania	28,000	60	Cincinnati	22,807
29	Indiana	27,996	61	Queen's	22,434
30	Iowa	27,668	62	Saskatchewan	21,635
31	North Carolina	27,500	63	Oklahoma	21,100
32	Western Ontario	27,323	64	Manitoba	19,899

Canadian salaries expressed in U.S. dollars
Beginning salary figures represent officially designated base, not necessarily salaries of actual incumbents.
Missouri and Notre Dame did not provide beginning professional salaries and are therefore not included in these rankings.

TABLE 38: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY LAW LIBRARIES
RANK ORDER TABLE, FISCAL YEAR 1995-96

Rank	Institution	Salary	Rank	Institution	Salary
1	California, Los Angeles	$55,476	31	Vanderbilt	$38,776
2	Harvard	55,282	32	McGill	38,697
3	California, Davis	53,742	33	Nebraska	38,557
4	Tennessee	52,527	34	Washington	38,508
5	Notre Dame	51,600	35	Colorado	38,460
6	New York University	50,490	36	Houston	38,100
7	Stanford	50,287	37	Howard	38,100
8	Yale	48,666	38	Florida State	38,055
9	Arizona	47,606	39	Alberta	37,790
10	Arizona State	47,025	40	Florida	37,600
11	Duke	46,934	41	Michigan	37,541
12	Columbia	46,893	42	Utah	36,950
13	Connecticut	46,637	43	North Carolina	35,872
14	Georgetown	46,429	44	Illinois, Urbana	35,636
15	Southern Illinois	46,084	45	South Carolina	35,190
16	Hawaii	45,912	46	Temple	35,152
17	Pennsylvania	45,825	47	Miami	35,102
18	Cincinnati	45,064	48	Kansas	35,000
19	Iowa	43,600	49	Ohio State	34,980
20	SUNY Buffalo	43,535	50	Kentucky	34,773
21	Minnesota	42,950	51	Case Western Reserve	34,670
22	Indiana	42,709	52	Washington University	34,611
23	York	42,262	53	Wisconsin	34,454
24	Toronto	41,565	54	Missouri	34,354
25	Tulane	40,300	55	Oregon	32,500
26	Northwestern	39,897	56	Alabama	31,940
27	Emory	39,587	57	Oklahoma	30,940
28	Cornell	39,305	58	Louisiana State	30,224
29	Georgia	39,295	59	Texas	30,025
30	Boston University	38,800			

Canadian salaries expressed in U.S. dollars.
Salaries of directors are not included in the calculation of medians.
British Columbia, Manitoba, New Mexico, Queen's, Saskatchewan, Wayne State, and Western Ontario are not ranked because they reported fewer than four individuals.

TABLE 39: AVERAGE PROFESSIONAL SALARIES IN ARL UNIVERSITY LAW LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1995-96

Rank	Institution	Salary	Rank	Institution	Salary
1	California, Davis	$56,112	31	Cincinnati	$41,497
2	Harvard	54,228	32	Georgia	40,782
3	California, Los Angeles	54,012	33	Colorado	40,611
4	Stanford	53,503	34	Florida	40,567
5	New York University	53,254	35	Toronto	40,259
6	Notre Dame	52,986	36	North Carolina	40,005
7	Yale	52,546	37	Case Western Reserve	38,329
8	Georgetown	51,695	38	McGill	38,273
9	Tennessee	50,317	39	Nebraska	38,229
10	Iowa	48,335	40	Alberta	38,073
11	Columbia	48,038	41	Howard	38,043
12	Pennsylvania	47,561	42	Utah	37,483
13	Duke	47,359	43	Miami	37,380
14	Arizona State	47,164	44	Florida State	37,187
15	Connecticut	46,647	45	Houston	37,039
16	Boston University	45,722	46	Wisconsin	36,823
17	Hawaii	44,946	47	Illinois, Urbana	36,713
18	Arizona	44,706	48	Washington University	35,746
19	Southern Illinois	44,558	49	Ohio State	35,703
20	Cornell	44,098	50	Temple	35,506
21	Minnesota	44,011	51	South Carolina	35,496
22	Michigan	43,996	52	Oregon	35,471
23	Northwestern	43,484	53	Kansas	35,202
24	Vanderbilt	43,151	54	Missouri	34,779
25	Tulane	42,684	55	Louisiana State	34,175
26	SUNY Buffalo	42,646	56	Alabama	33,688
27	Indiana	42,571	57	Texas	33,180
28	York	42,007	58	Kentucky	32,986
29	Washington	41,970	59	Oklahoma	32,956
30	Emory	41,815			

Canadian salaries expressed in U.S. dollars.
Salaries of directors are not included in the calculation of averages.
British Columbia, Manitoba, New Mexico, Queen's, Saskatchewan, Wayne State, and Western Ontario are not ranked because they reported fewer than four individuals.

TABLE 40: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LAW LIBRARIANS
BY POSITION AND SEX, FISCAL YEAR 1995-96

Position		Women		Men		Total	
		Salary	No.	Salary	No.	Salary	No.
Head, Law		$95,959	27	$102,896	34	$99,825	61
Associate Director		64,141	25	57,522	11	62,118	36
Assistant Director		52,486	24	55,087	12	53,353	36
Functional Specialist		43,567	22	39,506	18	41,739	40
Subject Specialist		*	11	*	3	43,783	14
Dept. Head:	Acquisitions	40,812	20	44,754	6	41,722	26
	Reference	48,334	20	48,617	9	48,422	29
	Cataloging	*	29	*	3	43,744	32
	Serials	34,403	5	N/A	0	34,403	5
	Documents / Maps	*	11	*	1	37,138	12
	Circulation	39,219	14	37,685	8	38,661	22
	Rare Books / Manuscripts	*	3	*	3	50,419	6
	Computer Systems	*	2	*	10	41,192	12
	Other	45,367	25	49,533	16	46,993	41
Reference:	Over 14 years experience	43,985	24	45,755	10	44,505	34
	10 to 14 years experience	*	13	*	3	41,982	16
	5 to 9 years experience	39,970	29	41,322	12	40,366	41
	Under 5 years experience	33,921	27	35,501	7	34,246	34
Cataloging:	Over 14 years experience	37,508	21	45,259	6	39,230	27
	10 to 14 years experience	*	8	*	2	38,166	10
	5 to 9 years experience	*	6	*	2	35,474	8
	Under 5 years experience	*	8	*	2	30,525	10
Other:	Over 14 years experience	39,894	10	41,854	5	40,547	15
	10 to 14 years experience	*	3	*	2	38,675	5
	5 to 9 years experience	*	8	*	1	36,270	9
	Under 5 years experience	31,008	5	30,631	6	30,803	11
All Positions		**$46,547**	**400**	**$54,643**	**192**	**$49,173**	**592**

Canadian salaries expressed in U.S. dollars.
* - Salary data are not published when fewer than four individuals are involved.
N/A - No positions were reported in this category.

TABLE 41: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF ARL UNIVERSITY LAW LIBRARIANS
BY POSITION AND SEX, FISCAL YEAR 1995-96

Position	Women		Men		Total	
	Years	No.	Years	No.	Years	No.
Head, Law	20.8	27	22.6	33	21.8	60
Associate Director	18.5	25	16.7	11	17.9	36
Assistant Director	18.6	24	14.6	12	17.2	36
Functional Specialist	14.5	22	8.2	18	11.7	40
Subject Specialist	14.4	11	14.0	3	14.3	14
Dept. Head: Acquisitions	17.0	20	12.0	6	15.8	26
Reference	13.3	20	13.3	9	13.3	29
Cataloging	18.1	29	9.0	3	17.2	32
Serials	5.4	5	N/A	0	5.4	5
Documents / Maps	13.8	11	8.0	1	13.3	12
Circulation	11.9	14	10.6	8	11.4	22
Rare Books / Manuscripts	12.3	3	12.3	3	12.3	6
Computer Systems	9.5	2	10.0	10	9.9	12
Other	17.0	25	15.8	16	16.5	41
Public Services	9.0	8	14.6	8	11.8	16
Technical Services	13.5	12	10.2	5	12.5	17
Administrative Services	11.0	6	2.0	1	9.7	7
Reference	9.8	93	10.7	32	10.0	125
Cataloger	13.9	43	13.8	12	13.9	55
All Positions	**14.3**	**400**	**14.0**	**191**	**14.2**	**591**

N/A - No positions were reported in this category.

TABLE 42: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LAW LIBRARIANS
BY YEARS OF EXPERIENCE, FISCAL YEAR 1995-96

	Women		Men		Total		% of
Experience	Salary	No.	Salary	No.	Salary	No.	Total
0 - 3 years	$33,233	42	$33,661	25	$33,393	67	11.3
4 - 7 years	37,736	67	39,250	29	38,193	96	16.2
8 - 11 years	44,080	50	51,448	37	47,214	87	14.7
12 - 15 years	45,577	63	56,794	22	48,480	85	14.4
16 - 19 years	53,834	63	57,286	24	54,786	87	14.7
20 - 23 years	52,259	55	67,613	22	56,646	77	13.0
24 - 27 years	53,705	40	68,498	15	57,739	55	9.3
28 - 31 years	60,578	15	70,016	9	64,118	24	4.1
32 - 35 years	*	2	*	5	79,533	7	1.2
over 35 years	*	3	*	3	74,800	6	1.0
All Positions	**$46,547**	**400**	**$54,248**	**191**	**$49,036**	**591**	**100.0**

Canadian salaries expressed in U.S. dollars.
* - Salary data are not published when fewer than four individuals are involved.

ARL SALARY SURVEY 1995-96

Questionnaires and Instructions

ARL SALARY SURVEY 1995
University Library Questionnaire

General Instructions for Completing the Questionnaire

1. This survey is concerned with professional positions only. Since the criteria for determining professional status vary among libraries, there is no attempt to define the term "professional." Each library should report the salaries of those staff members it considers professionals, irrespective of faculty status or membership in a collective bargaining unit, including, when appropriate, staff who are not librarians in the strict sense of the term, such as computer experts, systems analysts, budget officers, etc.

2. Individual salaries for the general, law, and medical library may be reported on the enclosed disk, using LOTUS 1-2-3 or Microsoft Excel (for Macintosh users). See "Instructions for Data Inputters" for each software package. Please DO NOT alter the worksheets on the disks in any way; do not change any page or line numbers. We **cannot** accept data in WordPerfect format because of uploading and conversion problems. If you are not able to produce data that can be saved in either Lotus or Excel, please submit your data using the printed forms. [If you have a word processing file with your data in properly labeled columns, you may submit a print-out of that file in lieu of the pre-printed forms.]

3. Salaries should be reported for both full-time and part-time professional positions. Salaries for part-time positions should **NOT** be converted to their full-time equivalents; report the actual part-time salary paid, and indicate the percent appointment for that employee in the appropriate column.

4. To calculate the percent appointment, if less than 1.00, which stands for 100%, divide the months the employee works by the number of months considered to be the norm for full-time employment at your institution (or the number of hours per week an employee works by the number of hours per week considered to be the norm for full-time employment at your institution). For example, if a full-time appointment at your institution is 12 months, a 9-month part-time appointment would be .75, i.e. 75%. If a full-time appointment at your institution is 40 hours per week, an appointment at 30 hours per week is also .75. To calculate the percent appointment for an employee who works 30 hours a week and only for 9 months a year, when the norm for full-time employment is 40 hours a week and a 12-month appointment, multiply the percent appointment per week by the percent appointment per year, i.e. .75 x .75 = .56.

5. Percent appointment should be rounded to two decimal places; do NOT use whole numbers (e.g., enter .65, not 65 or 65%). All other numbers (e.g. salaries, years of experience) should be rounded to the **nearest whole number**.

6. The salaries for all professional positions should be included, regardless of whether the salaries come from regular library budget funds **or from special funds such as research grants**. Please include all professionals involved in the provision of library services, including **contract-supported positions**.

7. The salary figures should be straight gross salary figures. **Do not include fringe benefits**.

8. Salary figures should be reported in digits only; do NOT use "$" or "," (e.g., 25470, not $25,470).

9. Explanatory footnotes to the reported figures may be provided, when necessary, at the end of Part I. Footnotes will be included in the published survey, where appropriate.

10. After all data have been entered, make a backup copy of the complete file (including individual names/id#s) for your institution's master file, if you wish to refer to this file in the future. Note: The data submitted to ARL does NOT include individual names or id#s, so ARL will NOT be able to supply a copy of your institution's complete file next year.

11. The questionnaire should be returned to the ARL Office by August 31, 1995. If you are providing the individual data on the diskette, please return the diskette in the mailer, along with Part I of the survey **and a printout of the data file**. **Be sure to keep a complete copy of your return, including the diskette, for your files**.

Instructions for Completing Part I: Summary Data

1. Part I of this survey deals with general information for the current fiscal year, 1995-96.

2. Please include the Beginning Professional Salary for Law and Medical libraries if included in the survey; if not included, enter "N/A" in the appropriate blank.

3. **Question 1**. The Beginning Professional Salary is the salary that **would** be paid to a **newly-hired professional without experience**, not necessarily the lowest professional salary paid. In reporting the beginning salary, please use a figure that is actually used or likely to be used for entry-level librarians hired by your library, even if it is your practice rarely to hire entry-level professionals without experience.

   Please report the **1995-96** Beginning Professional Salary to the best of your knowledge as it exists on July 1, 1995. Do not delay returning your survey in the expectation that more information will be available later.

4. The 1995-96 Average and Median Salary figures will be calculated by ARL from the individual data supplied.

5. Be sure to fill in the name of the reporting library and the name of the person who prepares the report.

Instructions for Completing Part II: Individual Data

1. Part II of this survey requests information on salary, sex, minority status, rank, and years of experience for all filled positions for fiscal year 1995-96. Vacant positions should be excluded from your report. No optional data are requested this year. The survey requests information for individuals; aggregate data for each institution will be generated by computer.

2. Data for the general, law, and medical libraries may be reported on the enclosed microcomputer diskette; see #4 below for specific instructions.

3. **Survey Form.** If you are not able to submit the data on the diskette, please use the enclosed forms. Photocopy additional sheets if you cannot list all professional positions in the space provided. You may also use a print-out from a word-processing document with all columns correctly ordered and labeled.

   If you are reporting on paper forms only, list information for individuals in separate Law or Medical libraries on sheets devoted only to each of those two branches. Check the appropriate box at the top of the form to indicate when a sheet is only for Law or Medical library staff.

   The left-hand column labeled "Name/ID" has been provided so the form can also serve as a work sheet. After the forms have been completed, the left-hand column should be removed to ensure anonymity of the data. Except for segregating Law and Medical library staff, the order in which staff members are entered on the form is immaterial; enter them in the order most convenient for you.

4. **Diskette.** The floppy diskette contains data input files for general, law, and medical library data in Lotus 1-2-3 or Microsoft Excel formats. They are labeled as follows:

	Lotus 1-2-3	Excel
General	ARL5xxxx.WKS	ARL5xxxx.X1
Law	LAW5xxxx.WKS	LAW5xxxx.X1
Medical	MED5xxxx.WKS	MED5xxxx.X1

   xxxx = Library identification number; see label on the enclosed diskette. The file names this year have a "5" preceding the four-digit library identification number, to distinguish them from, and prevent overwriting of, files you may have created in prior years.

   The files contain empty worksheets with columns labeled as follows:

   Name/ID LibID Page Line Salary Job Sex OEOcat Yrsexp Rank Percent

   The first entry in the column labeled "LibID" is already filled in so there will be no question about the institutional identity of the diskettes as they are received. If the diskette has been damaged in any way, or if the number in the LibID column is not the same as the number printed on the return address label (on the diskette mailer), please call the ARL Office for instructions.

   Detailed instructions for inputting data in each format are enclosed. **Please do not alter any formats, page or line numbers; please do not submit data using word processing software** (use printed sheets instead).

After all data have been entered, make a backup copy of the complete file (including individual names/id#s) for your institution's master file, if you wish to refer to this file in the future. Note: The data submitted to ARL does NOT include individual names or id#s, so ARL will NOT be able to supply a copy of your institution's complete file next year.

5. **Salary.** Enter the individual salaries ***as they exist*** on July 1, 1995. If the library normally increases salaries at a date later than July 1, and the salary as of that later date is known or can be estimated (within $100 or so) by the time the questionnaire is due to be returned, use the higher salary figure and footnote the effective date and/or whether the reported figures are known or estimated. Please do not hold up the reporting process for later salary adjustments. Salaries should be reported for all filled positions. Vacant positions should be excluded from your report.

Salary figures should be rounded off to the nearest whole dollar. Use digits only; do NOT use "$" or "," in reporting in figures (e.g., 25470, not $25,470).

6. **Position Code (Job).** The position categories used in this survey are intended to correspond roughly with the activities carried on in libraries, not with any particular pattern of staff organization or nomenclature.

Please use these categories in the manner you feel best applies to your library. Indicate a position title by means of one of the following codes.

DIRLIB	Director of Libraries (or equivalent title; refers to chief executive)
ASCDIR	Associate Director
ASTDIR	Assistant Director
HDMED	Head, Medical Library (Human Medicine only)
HDLAW	Head, Law Library
HDBR	Head, Other Branch Library (including Veterinary Medicine)
FSPEC	Functional Specialist
SSPEC	Subject Specialist
HDACQ	Head, Acquisitions Department
HDCAT	Head, Catalog Department/Unit
HDCIRC	Head, Circulation
HDCOMP	Head, Library and Computer Systems
HDDOC	Head, Documents Department
HDMAP	Head, Map Room/Department
HDRBM	Head, Rare Book/Manuscripts Department
HDREF	Head, Reference Department
HDSER	Head, Serials Department
HDOTH	Head, Other Department/Service/Agency
CAT	Catalogers, both general and specialized
REF	Reference librarians, both general and specialized
PUBS	Public Services, non-supervisory, except reference librarians
TECH	Technical Services, non-supervisory, except catalogers
ADMIN	Administrative and other units, non-supervisory position

If any individual has responsibilities described by more than one of the above categories, choose the category that is most typical of his/her general duties. Codes must be used exactly as they appear in the list above.

Associate or Assistant Director, and Head, Other Branch: Use these codes for all persons at these levels regardless of the area of specialty. If an assistant or associate director is also head of a department, choose the category that most reflects the general duties of the person currently in the position.

Specialists. These are of two kinds: Subject Specialists, who primarily build collections (but may also offer specialized reference and bibliographic services); and Functional Specialists, who are media specialists or who are experts in management fields such as personnel, fiscal matters, systems, preservation, etc. Specialists may not be, strictly speaking, professional librarians (i.e., have the MLS). The "specialist" category would generally not be used for someone with significant supervisory responsibilities, who should instead be listed as a department head or assistant director (see also note under Assistant Department Head, below).

Department Heads. Department Heads not specifically included in the above list should be included under the category "Head, Other Department/Service/Agency." Head, Catalog Department should be used either for the department that handles all cataloging, or for the head of a specialized cataloging unit (e.g. copy cataloging or foreign languages). List the head of library automation and computer systems, applications, programming, etc. as HDCOMP unless that person is also an Associate or Assistant Director, in which case use the appropriate administrative code. If there is an intermediate level of management between an Associate or Assistant Director and the professionals who actually carry out the analysis, programming, etc., use HDCOMP to define that intermediate level. Professionals who carry out analysis, programming, etc. should be listed as functional specialists (FSPEC).

Head, Acquisitions Department. Use HDACQ for all of the following positions: (a) head of a department that is responsible for the selection of material (or management of selection activities carried out on a basis encompassing more than a single organizational unit), but not responsible for the placement of orders, payment of invoices, etc.; (b) head of a department responsible for the placement of orders, maintaining on-order files, payment of invoices, etc., but not responsible for selection decisions; (c) head of a department responsible for both the selection decisions (or coordination of selection activities) and for acquiring the material. Libraries that split these two functions between two departments should report more than one professional with the position HDACQ.

[*Special note concerning Assistant Department Heads.* Assistant Department Heads who are responsible for major units and spend the bulk of their time in supervision and revision of the work of others should also be listed as "Head, Other Department/Service/Agency." See additional subcodes below for Head, Cataloging, and Head, Other Department. However, Assistant Head positions responsible for small units or for supervision only in the absence of the head should be reported as non-supervisory or specialist positions as appropriate.]

7. **Sex.** Indicate either M or F, for male and female, respectively. Please use only the letter indicated; do not spell out the word.

8. **Minority status code (OEOCat).** U.S. university libraries, only, should indicate minority status by means of one of the following code numbers. (Leave blank if a Canadian library or if vacant):

1 Black
2 Hispanic
3 Asian or Pacific Islander
4 American Indian or Native Alaskan
5 Caucasian/Other

9. **Total years of professional experience (Yrsexp).** Define "professional experience" as indicated in the general instructions; for most professional staff members this will mean counting the years since the MLS degree was awarded. When counting, do not subtract interim periods when an individual was not engaged in professional library employment if these periods are short in relation to the overall professional career. Count an academic year contract period as a full year. Be sure to include professional experience in previous positions and in other institutions. Numbers should be rounded off to the nearest whole number.

10. **Rank.** Responses concerning rank should be limited to professional librarians and other professionals reported in the survey who occupy the same ranks as librarians. Leave the rank column blank for professionals who do not occupy these ranks or if the column is not applicable. For example, if the Library Business Officer holds a rank typically used for university administrators but not for librarians, do not supply a rank code for that individual or describe his/her rank in answering other questions, even if you have included salary and other data for the Business Officer.

If multiple ranking structures are used for librarians and these structures are substantially different and not equivalent, enter individual rank information only for that group which represents the largest fraction of "rank-and-file" librarians.

Do not use roman numeral rank levels. Convert your local ranking system if necessary.

Complete the column labeled "Rank Code" using the following codes:

0 A rank normally occupied solely by the library director and/or assistant and associate directors.

9 Rank unknown; or, there is confusion or controversy regarding how to code this individual's rank.

1 Lowest level in the rank structure.

2 Next highest level in the rank structure.

3-8 Successively higher levels in the rank structure. Highest number in this range should be equivalent to the highest rank in the library's structure (unless the highest rank is occupied solely by the director and/or assistant and associate directors).

When counting the total number of rank levels, include ranks that may be unoccupied at the present time due to circumstances like unusually high turnover, hiring freezes, etc.

11. **Percent.** Change the 100% appointment to less than that **only** for part-time people. Enter percent with decimal points. For example, a 65% appointment would be entered as .65.

ARL SALARY SURVEY 1995
University Library Questionnaire

Part I: Summary Data

Reporting Institution _____ Date returned to ARL _____

Report prepared by (name) _____

Title _____ Phone number _____

Contact person (if different) _____

Title _____ Phone number _____

1. **Beginning Professional Salary**	**Main**	**Law**	**Medical**
Beginning professional salary for **1995-96**.	_____	_____	_____

(**Note:** ARL will calculate the **1995-96 median and average** professional salaries for your library from the data you supply in Part II of this questionnaire.)

2 **Footnotes** (Please compare with footnotes from surveys of previous years.)

a. Figures include salaries for main campus only.

_____ Yes _____ No _____ We have only one campus.

b. Other libraries not included:

_____

_____

_____

_____

_____

c. Indicate the number of levels in your institution's rank structure for professional librarians.

_____ 1 level (i.e., no differentiated levels)

_____ 2 levels

_____ 3 levels

_____ 4 levels

_____ 5 levels

_____ more than 5 levels (please specify the number of levels: _____)

In determining the number of levels within the professional librarian rank structure, do not count a rank normally occupied only by the library director and/or other top level staff such as associate and assistant directors.

d. Other comments:

Please return the Salary Survey questionnaire to the ARL Statistics and Measurement Program by **August 31, 1995**.

ARL SALARY SURVEY 1995
University Library Survey
Part II: Individual Data

Reporting Library _____ Sheet Number _____

_____ Check here if this sheet is for Medical Library only
_____ Check here if this sheet is for Law Library only

Confidential Detach before mailing form to the ARL office Name/ID	Ln	Salary	Job	Sex	OEO cat	Yrs Exp	Rank	Percent Appointment
	1							
	2							
	3							
	4							
	5							
	6							
	7							
	8							
	9							
	10							
	11							
	12							
	13							
	14							
	15							
	16							
	17							
	18							
	19							
	20							
	21							
	22							
	23							
	24							
	25							

Please duplicate this sheet if you need additional lines.

ARL SALARY SURVEY 1995
Nonuniversity Library Questionnaire

1. This survey is concerned with the salaries of professional positions only. Since the criteria for determining professional status vary among libraries, there is no attempt to define the term "professional." Each library should report the salaries of those staff members it considers professionals, irrespective of membership in a collective bargaining unit, and including, when appropriate, staff who are not librarians in the strict sense of the term, such as systems analysts, budget officers, etc.

2. Salaries should be reported for all filled positions. Vacant positions should be excluded from your report.

3. Report 1995-96 salaries ***as they exist*** on July 1, 1995. If the library normally increases salaries at a date after July 1, and the salary as of that later date is known or can be estimated (within $100 or so) by the time the questionnaire is due to be returned, please use the higher salary and footnote the effective date and/or whether the reported figures are known or estimated. Please do not hold up the reporting process for later salary adjustments.

4. The Median Salary is the salary that has an equal number of salaries above it and below it. In those libraries with an even number of positions, the median salary is the average of the two salaries that have an equal number of salaries above and below them.

5. The Beginning Professional Salary is the salary that would be paid to a professional without experience, not necessarily the lowest professional salary paid. In reporting the beginning salary, please use a figure that is actually used or likely to be used for entry-level librarians hired by your library.

6. Salaries should be reported for both full-time and part-time professional positions. However, salaries for part-time positions should be converted to their full-time equivalents before reporting; do not report the actual part-time salary paid.

7. Salaries should normally be reported on a 12-month basis. If an appointment is for 9 or 10 months at the option of the employee, the actual salary paid should be increased to its 12-month equivalent. However, if appointments of less than 12 months are required by the employer, report the actual salary paid.

8. The salaries for all professional positions should be included, regardless of whether the salaries come from regular library budget funds or from special funds such as research grants.

9. The salary figures should be straight gross salary figures. Do not include fringe benefits.

10. Explanatory footnotes to the reported figures may be provided when necessary. Footnotes will be included in the published survey.

11. Be sure to fill in the name of the reporting library and the name of the person who prepares the report.

12. The questionnaire should be returned to the ARL Office by **August 31, 1995.**

ARL SALARY SURVEY 1995
Nonuniversity Library Questionnaire

Reporting Institution _____ Date returned to ARL _____

Report prepared by (name) _____

Title _____ Phone number _____

Contact person (if different) _____

Title _____ Phone number _____

1. Complete the table on the back of this sheet by indicating the number of filled or temporarily vacant professional positions in each salary range for fiscal years 1994-95 and 1995-96.

2. Median professional salary for fiscal year 1995-96. _____

3. Beginning professional salary for 1995-96. _____

4. Footnotes (Please compare with footnotes from surveys of previous years.)

   a. Law Library salaries are included.

   _____ Yes _____ No _____ We do not have a Law Library.

   b. Medical Library salaries are included.

   _____ Yes _____ No _____ We do not have a Medical Library.

   c. Branch libraries not included:

   _____

   _____

   _____

5. Other comments:

   _____

   _____

   _____

Please return this form to the ARL Office by **August 31, 1995**.

Indicate the number of filled or temporarily vacant professional positions in each salary range for fiscal years 1994-95 and 1995-96.

Salary Range	Number of Positions 1994-95	1995-96
$150,000 or more		
140,000 - - - 149,999		
130,000 - - - 139,999		
120,000 - - - 129,999		
110,000 - - - 119,999		
100,000 - - - 109,999		
95,000 - - - 99,999		
90,000 - - - 94,999		
85,000 - - - 89,999		
80,000 - - - 84,999		
75,000 - - - 79,999		
70,000 - - - 74,999		
65,000 - - - 69,999		
60,000 - - - 64,999		
55,000 - - - 59,999		
50,000 - - - 54,999		
48,000 - - - 49,999		
46,000 - - - 47,999		
44,000 - - - 45,999		
42,000 - - - 43,999		
40,000 - - - 41,999		
38,000 - - - 39,999		
36,000 - - - 37,999		
34,000 - - - 35,999		
32,000 - - - 33,999		
30,000 - - - 31,999		
29,000 - - - 29,999		
28,000 - - - 28,999		
27,000 - - - 27,999		
26,000 - - - 26,999		
25,000 - - - 25,999		
24,000 - - - 24,999		
23,000 - - - 23,999		
22,000 - - - 22,999		
21,000 - - - 21,999		
20,000 - - - 20,999		
19,000 - - - 19,999		
18,000 - - - 18,999		
17,000 - - - 17,999		
16,999 or less		
Total Number of Positions		

Please return this form to the ARL Office by **August 31, 1995**.

FOOTNOTES TO THE ARL SALARY SURVEY, 1995-96

BROWN	Includes the John Carter Brown Library.
CALIFORNIA, BERKELEY	Excludes "affiliated" libraries on campus, which are independently or departmentally administered.
	Law school instituted policy not to report salaries for law library.
CANADA INSTITUTE FOR SCIENTIFIC AND TECHNICAL INFORMATION	The number of employees has increased due to the merging of the library with the publishing division.
CINCINNATI	Includes figures for the University of Cincinnati main campus and its two branch campuses - Clermont and Raymond Walters College.
DELAWARE	Excludes the salaries of staff in libraries that do not report to the Director of Libraries.
DUKE	Includes Fuqua School of Business Library.
EMORY	Salaries effective September 1, 1995.
	All Emory libraries are included. Includes salaries for library staff at the Oxford Campus.
FLORIDA STATE	Excludes Developmental Research School.
HARVARD	Includes all libraries on the Boston and Cambridge campuses, including the Schlesinger Library at Radcliffe College.
	Excludes Biblioteca Berernson in Florence, Italy; the Center for Hellenic Studies and the Dumbarton Oaks libraries in Washington, D.C.
	There were 27 vacant positions as of August 23, 1995.
HOUSTON	Salaries effective September 1, 1995.
	Beginning salary is $31,000 with both an MLS and JD at the law library.
HOWARD	Medical library salaries are reported with the main library this year.
ILLINOIS, CHICAGO	Salaries effective September 1, 1995.
	Beginning salary is $27,500 for first year Resident Librarians. Beginning salary is $31,000 for tenure track positions.
ILLINOIS, URBANA	Salaries effective August 21, 1995.

FOOTNOTES TO THE ARL SALARY SURVEY, 1995-96

INDIANA	Excludes Indianapolis School of Law, Dentistry, and Medicine Library; IUPUI University Library, Herron School of Art Library, Columbus Library, and Science & Engineering Library; and other campus libraries at IU East, IU Kokomo, IU Northwest, IU Southeast, IU South Bend, and IUPU at Fort Wayne.
IOWA	Beginning salary is $37,500 with both an MLS and JD at the law library.
JOHNS HOPKINS	Excludes Applied Physics Laboratory and School of Advanced International Studies in Bologna, Italy The Milton S. Eisenhower Library's salaries are based on 37 ½ hours per week. The Medical and School of Hygiene Library's salaries are based on 40 hours per week. Figures from the Welch Medical Library do not include the Genome Data Base nor the Welch Laboratory for Applied Bioinfomatics.
KANSAS	Excludes University of Kansas School of Medicine Library in Wichita. Salaries reported for the University of Kansas Medical Center include the Dykes Library and Clendening History of Medicine Library.
KENT STATE	Contract negotiations between Kent State University and the AAUP, Kent State Chapter, have not yet concluded.
KENTUCKY	Excludes Community College Libraries.
LIBRARY OF CONGRESS	Salaries include professional and administrative positions.
LINDA HALL LIBRARY	Excludes branch library in New York.
MCMASTER	All librarians were eligible for a merit increase effective July 1995, funded through a 1% merit budget. Salary ranges have not changed from those in effect for the 1992-93 salary year. The preceding provisions are part of Social Contract with librarians to restrain salary budget.
MICHIGAN	Excludes Bentley Historical, Clements, Law, Business Administrations, and Gerald Ford Presidential Libraries. Beginning salary is $33,946 with both an MLS and JD at the law library.

FOOTNOTES TO THE ARL SALARY SURVEY, 1995-96

MICHIGAN STATE	The medical library that was reported separately in previous years has been incorporated into the main library, as it is more like a reading room rather than a medical library.
MISSOURI	Beginning salary is unavailable for the law library.
NEW MEXICO	Excludes Bainbridge Bunting Slide Library, Harwood Foundation, Gallup Branch Campus Library, Los Alamos Branch Campus Library, Santa Fe Graduate Center Library, Taos Education Center, Valencia Branch Campus. The UNM Health Sciences Center Library, the UNM Law School Library, and the UNM General Library are autonomous libraries within the University of New Mexico, administered and funded separately from one another. Years of professional experience for librarians at the medical library is unavailable.
NEW YORK PUBLIC LIBRARY	Excludes positions at New York Public Library Branch Library.
NOTRE DAME	Beginning salary is unavailable for the law library.
OHIO STATE	Includes salaries of librarians at four regional campuses, the Agricultural Technical Institute, and the Ohio Agricultural Research and Development Center.
OKLAHOMA STATE	Includes branch libraries in Oklahoma City and Okmulgee. Medical library data are for the College of Osteopathic Medicine Library in Tulsa.
PITTSBURGH	Excludes University of Pittsburgh Regional Campuses at Bradford, Greensburg, Johnston, and Titusville.
PRINCETON	Includes Forrestal Campus.
RICE	Differences in individual data from last year are due to a university-wide job evaluation study that increased the number of professional (exempt) positions and a change in reporting lines of Information Systems (computing) staff.
ROCHESTER	Main library data include River Campus Libraries and Sibley Music Library. Medical Library data include Edward J. Miner Library.
RUTGERS	Excludes Camden and Newark Law Libraries, School of Management and Labor Relations Library, Center for Alcohol Studies Library.

FOOTNOTES TO THE ARL SALARY SURVEY, 1995-96

SOUTHERN CALIFORNIA	Excludes Law, Dentistry, and Medical libraries.
SOUTHERN ILLINOIS	Excludes personnel in Ulysses S. Grant Association.
SUNY - STONY BROOK	Excludes Health Sciences Library.
TEMPLE	Non-administrative salaries are 44-week contracts. Administrative salaries for FY 1995-96 have been frozen to 1994-95 levels.
TEXAS	Includes General Libraries, Harry Ransom Humanities Research Center, and the Center for American History.
TEXAS A&M	Excludes Medical Sciences Library and Geosciences Library at Galveston.
TULANE	Excludes Tulane Regional Primate Center Library.
VANDERBILT	Salary figures for the medical library are reported at 1994-95 levels.
VIRGINIA	Law school instituted a policy not to report individual salaries for the law library. The University of Virginia Office of Institutional Studies reported the following summary figures: there are 12 law librarians at the University of Virginia, whose median salary, without the Director, is $42,500.
WASHINGTON UNIVERSITY	Beginning salary is $31,896 with both an MLS and JD at the law library.
WESTERN ONTARIO	Excludes Affiliated College Libraries (King's College, Brescia College, Huron College). Due to Provincial Government restraints, salaries for most public sector employees in Ontario earning more than $30,000 per annum have been frozen for three years (1993-96) except where changes (promotions, etc.) have occurred.

1995-96 ARL ANNUAL SALARY SURVEY

ASSOCIATION OF RESEARCH LIBRARIES

BEST COPY AVAILABLE